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CANBERRA, AUSTRALIA.

# LABOUR REPORT.

1959.

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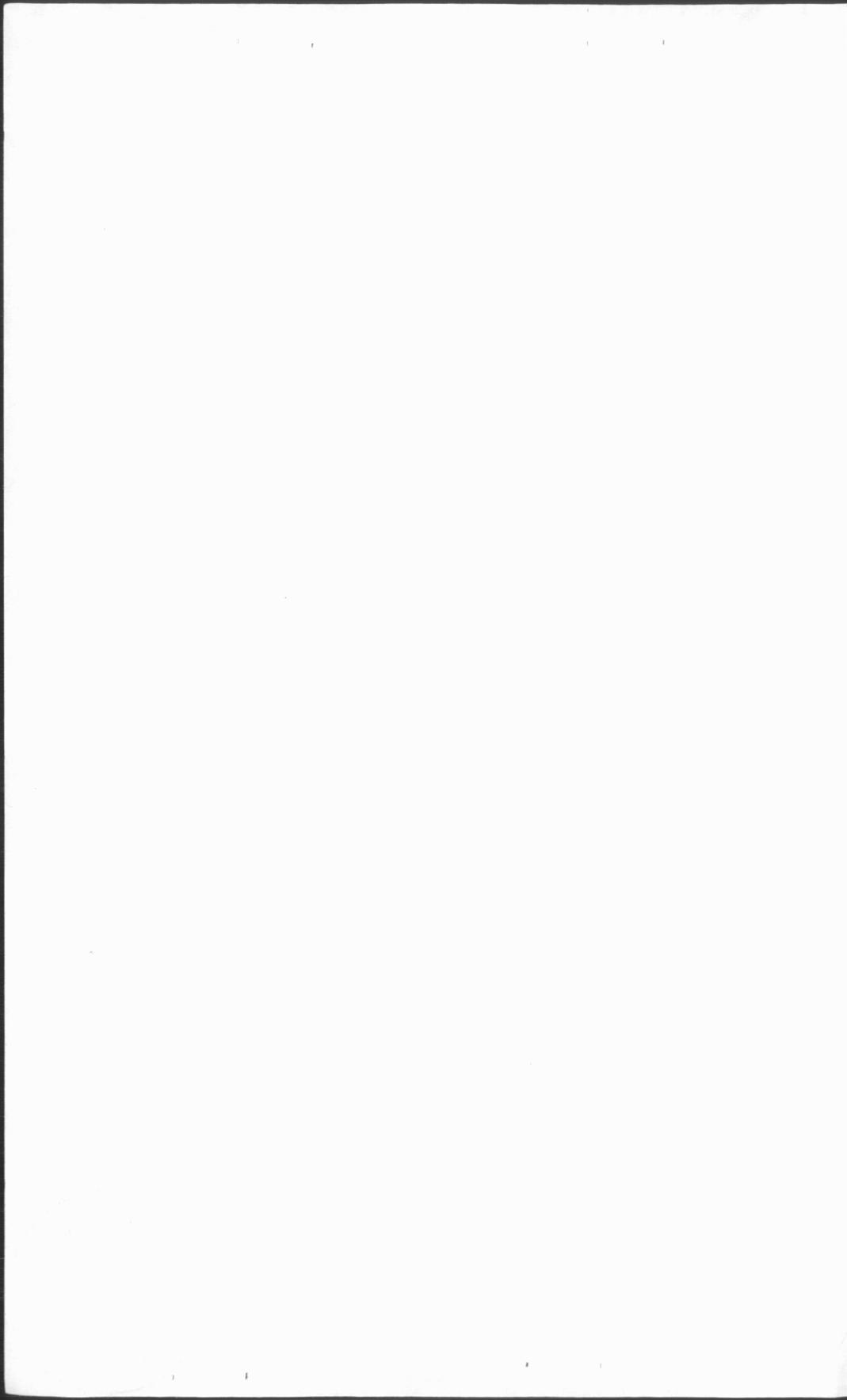
PREPARED UNDER INSTRUCTIONS FROM THE RIGHT HONORABLE  
THE TREASURER,

BY

S. R. CARVER,  
COMMONWEALTH STATISTICIAN.

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## PREFACE.

This Labour Report, which is the forty-seventh of the series issued by this Bureau, contains detailed statistics for the year 1959, in addition to providing comparisons for previous years.

The Report follows in the main the lines of its immediate predecessors in scope and arrangement. The subject-matter has been divided into five chapters, namely, Retail Prices and Price Indexes; Wholesale Prices and Price Indexes; Wages and Hours; Employment and Unemployment (including Industrial Disputes); and Labour Organizations. The index at the end of the volume will considerably facilitate reference.

In this issue, particulars of a new index of minimum weekly and hourly wage rates have been included for the first time (*see Chapter III., § 2 and Appendix, Sections V. and VI.*). Particulars are also given of a new retail price index, entitled the Consumer Price Index. (*See Special Note on page 1, and Appendix Section III.*)

Secretaries of trade unions and of employers' associations, officials of Commonwealth and State Departments, private employers, retail traders, house agents and others have readily supplied much information specially for the purposes of this Report, and my thanks are tendered to all who have thus assisted.

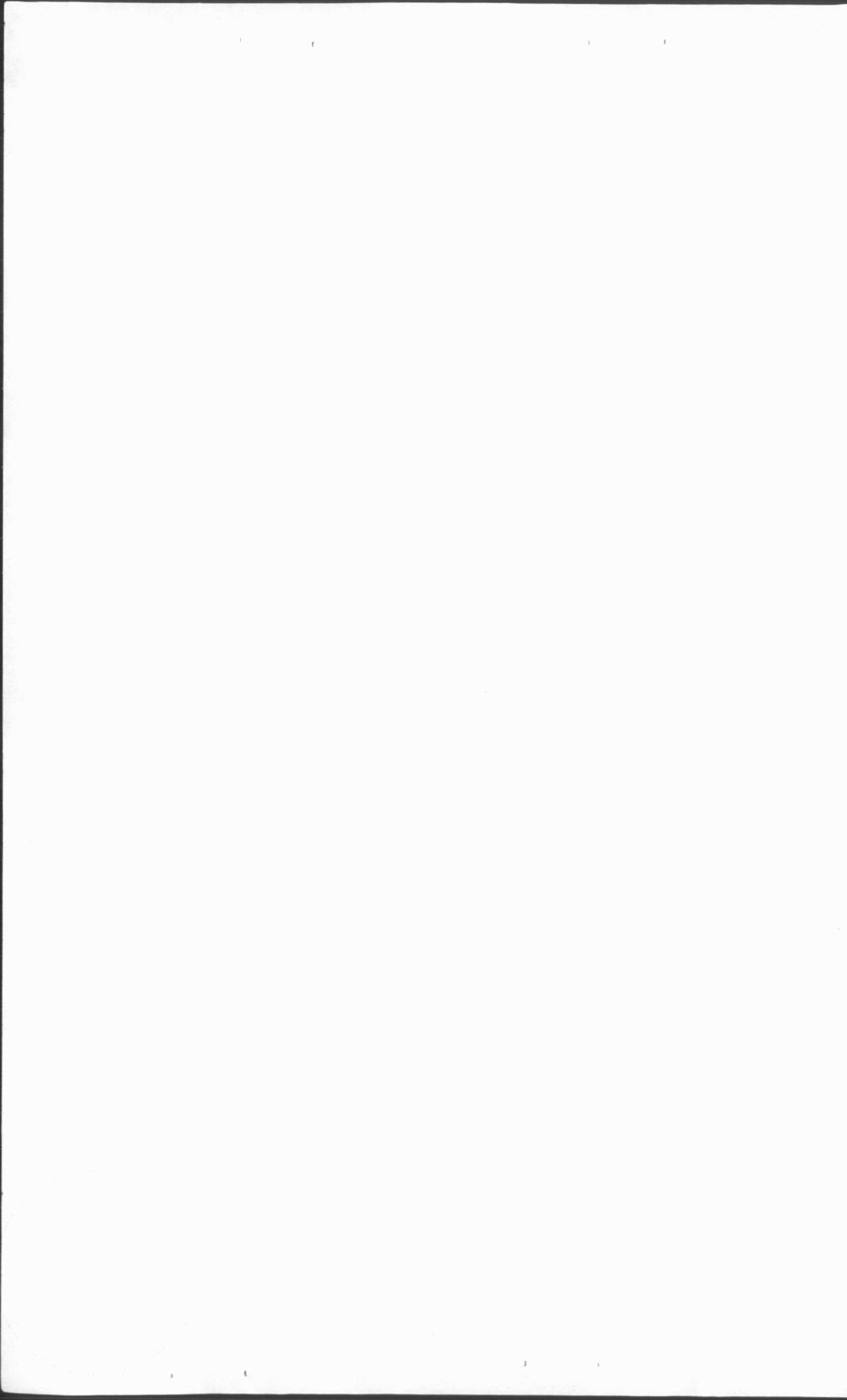
Grateful acknowledgment is also made of the continued assistance given by the Statisticians in the several States, especially in regard to the collection of retail prices.

I also desire to express my appreciation of the work done in the preparation of this Report by Mr. T. R. Jones, B.Com., the Supervisor of the Prices Branch, Mr. G. I. Neville, B.Com., the Supervisor of the Employment and Labour Branch, and the staff under their control.

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Commonwealth Bureau of Census and Statistics,  
*Canberra, A.C.T., 13th December, 1960.*





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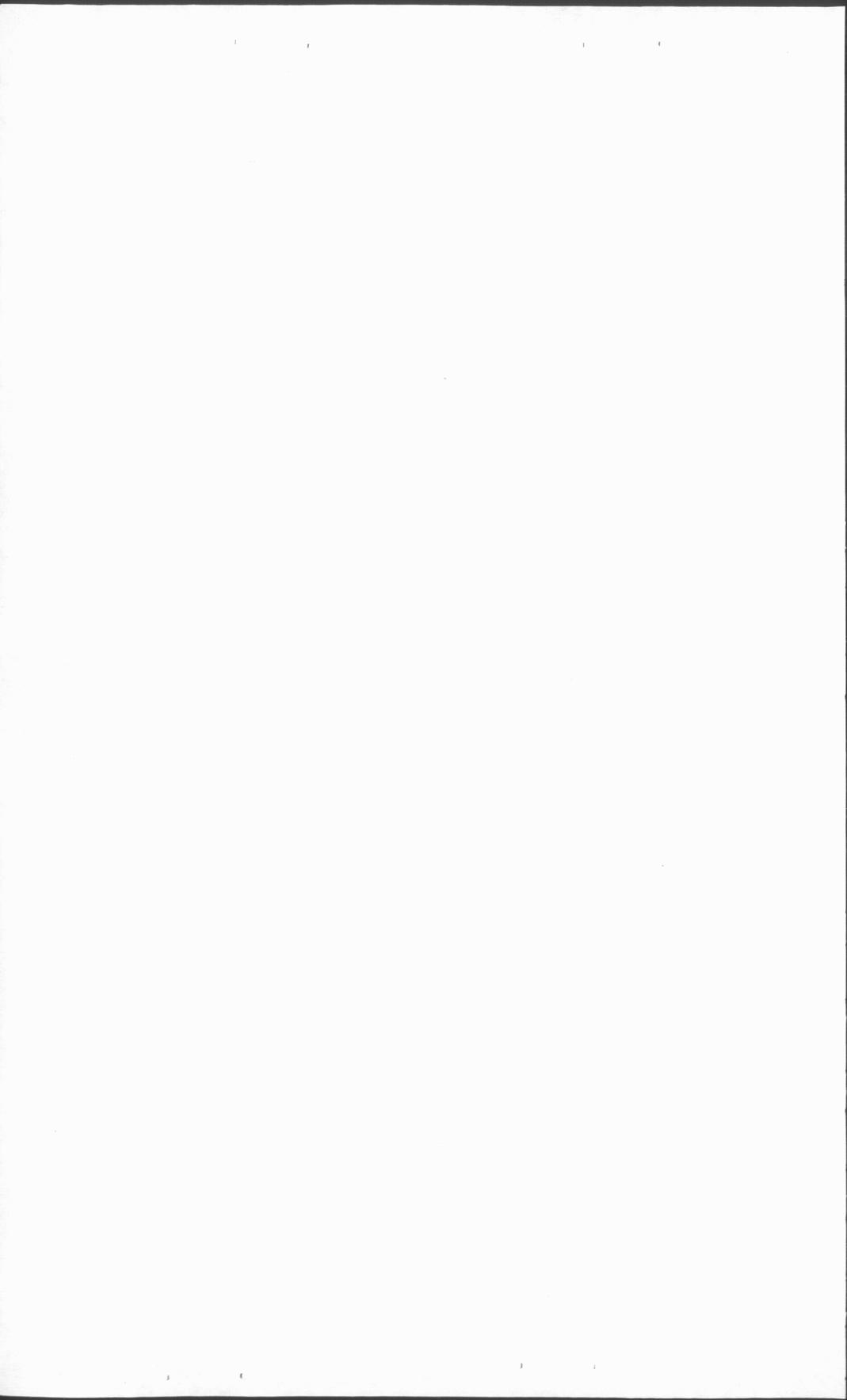
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## CHAPTER I.—RETAIL PRICES AND PRICE INDEXES.

**SPECIAL NOTE.**—On 12th August, 1960, a new retail price index entitled the Consumer Price Index, was published for the first time. The contents of the statistical bulletin introducing the new index are reproduced as Appendix Section III on page 148 of this Labour Report. The Interim Retail Price Index, first published in 1954, has been discontinued as from March Quarter, 1960, and replaced by the Consumer Price Index. The “C” Series Retail Price Index will continue to be compiled for those industrial tribunals and authorities who desire to use it. At this transitional stage, this chapter of the Labour Report contains abbreviated material adjusted in minor ways to current circumstances. The subject will be treated more comprehensively in the ensuing Labour Report for 1960.

### § 1. Collection of Information as to Retail Prices.

Retail prices of food and groceries and average rentals of houses for years extending back to the year 1901 were collected by the Commonwealth Statistician, and in some cases have been recorded by the Statisticians of various States for earlier years.

Retail prices of a more extensive range of commodities (including clothing) and certain services in common demand have been ascertained at frequent and regular intervals since 1923 for each of the six capital cities and for 27 of the more important towns of Australia. Comparable information is available for the month of November in each year from 1914 to 1922 for each of the six capital cities.

The range of items for which retail price data is obtained was considerably extended in 1948 and in later years.

The retail prices of food and groceries in approximately 200 towns throughout Australia were collected as at November of each year from 1913 to 1942, when collection was discontinued.

The manner in which the main body of commodity prices used in the retail price indexes are ascertained and certain methods adopted to ensure their accuracy and comparability from period to period are briefly as follows:—

- (i) Representative and reputable retailers are selected for each city and town covered by the indexes and are required to furnish information as to prices (monthly in respect of food and groceries and quarterly in respect of other items). Prices for each item are obtained where practicable from ten or more retailers in each of the capital cities, and from five or more retailers in each of the provincial towns. Whenever necessary, supplementary information is obtained from other retailers.
- (ii) Information is collected under authority of the Census and Statistics Act 1905–1949, which requires that information be supplied accurately and promptly and ensures that particulars supplied by individual retailers will not be divulged to any other person or Government authority. Penalties are provided against failure to supply information, against supplying false information and against failure to answer truthfully any question asked by an authorized officer in respect of the contents of any return.
- (iii) The actual collection of information is carried out by qualified Field Officers of the Commonwealth Bureau of Census and Statistics working under the supervision of the Statisticians of the respective States. These Field Officers have very wide powers of investigation, including entry of premises and inspection of goods, records, etc.

- (iv) The Field Officers not only receive and check returns but visit the retail shops concerned, whenever necessary, to obtain requisite information. In respect of some articles, where variation of quality may be considerable, Field Officers are equipped with samples of the goods used for price comparisons. In such cases the Field Officers visit every retail informant at each quarterly collection and personally inspect the relevant goods and prices thereof.
- (v) Before each quarterly collection Supervising Field Officers review the standards of the whole of the items for which prices are collected, after making extensive inquiries among manufacturers, wholesalers and retailers. These Supervising Field Officers periodically accompany Field Officers at their price collections and check their work. This not only ensures accuracy and assiduity but also that all Field Officers work on uniform lines and that, as far as care and effort can make it possible, prices are recorded for representative goods of constant quality.
- (vi) The lists of items and the standards thereof are revised from time to time to keep them in harmony with changing conditions. Where such changes become necessary, suitable adjustments are made in computing the retail price indexes to ensure that they reflect changes in price with due precision and that they are not vitiated by the influence of other changes. Because of rapidly changing conditions since 1948, prices have been ascertained for an extended list of items. The purpose of this is to ensure that the indexes are kept representative and reliable within their definitions.
- (vii) Returns of rents for unfurnished houses of four and five rooms are made at the middle of each quarter by a representative number (ranging up to 30) of house agents in each city and town covered by the indexes. In addition, in the capital cities, particulars have been obtained as to costs of building new houses, rates and other charges for local government services including water supply and sewerage, prices of materials for repairs and maintenance, and weekly payments for houses let by State Housing authorities. These have been used together with rents of privately owned houses to provide a broadly based housing component in the Consumer Price Index.

## § 2. Nature of Retail Price Indexes.

**1. General.**—The basic principle of a retail price index is relatively simple. It is to select commodities representative of the field to be covered and to combine their prices at regular intervals in accordance with their relative importance in that field. The aim is to measure the degree of change in prices for the selected field taken as a whole.

In practice the application of this principle over a term of years presents great difficulty by reason of the numerous changes which occur in the type, grade and relative quantities of many of the items commonly used.

In compiling the retail price indexes the price of each item is multiplied by its "weight". The sum of these products for all items at any given date represents an "aggregate expenditure". The "aggregate expenditures" for successive periods are converted into an index by representing the aggregate of a selected or "base" period by an appropriate number (e.g., 100 or 1,000), and calculating index numbers to that base by the proportion which the aggregate of each period bears to the aggregate of the base period.

**2. Essential Features.**—Apart from clear thinking, common sense and sound arithmetic, the prime essentials in compiling a retail price index are—

- (a) that prices be accurately ascertained at regular intervals for goods of constant grade and quality;
- (b) that the list of items be as representative as possible of the field to be covered;
- (c) that the weights be in approximate proportion to quantities actually used in the selected field.

**3. The List of Items.**—The list of items must be a selected list because it is impossible in practice to ascertain at regular intervals prices of every item of goods and services entering into household expenditure. Some items which it would be desirable to include must be excluded because comparative prices cannot be accurately ascertained for them at different times. It is deemed better to limit the list to items for which price variations can be ascertained with reasonable accuracy than to distend it by including items for which price comparisons are necessarily inaccurate. Similarly, many items of small aggregate or individual importance are excluded. The list therefore is not (as is sometimes erroneously supposed) a basic wage regimen, nor is it a full list of component items in a standard of living. It does not imply that any particular goods or any selected grades or quantities of these goods should enter into determination of a basic or living wage. The lists used are simply selected items combined in certain proportions for the purpose of measuring price variations. The items are representative of the fields covered, and the proportions approximate to those in average consumption so far as can be ascertained.

**4. Effects of Changing Conditions on Indexes.**—Technological development and changes in fashion render it necessary to substitute new grades, qualities or types of articles for those formerly used as indicators of changes in price. Such substitutions help to keep the indexes representative of current conditions and are not injurious to an index provided the transitional difficulties can be solved as they arise. No change in principle is involved. The indexes continue to measure, as nearly as may be, price variations, and price variations only. Those differences in prices which are solely due to substitution of a new item for one which has ceased to be available or in common use are neutralized by taking the price of the old item as typical of price variation in its class up to the time of substitution, and the prices of the new items as typical of such changes in price thereafter.

The problem of maintaining an index adequately representative of current usage has intensified since 1950 because of major changes in the pattern of household expenditure and in modes of living. In this period home-owning has largely replaced house-renting, the use of the motor car has greatly increased and partly replaced use of public transport, and various items of electrical household equipment and television have come into widespread use. The impact of this sequence of changes in usage upon the pattern of household expenditure was heightened by disparate movements in prices. Together, they rendered nugatory the attempt to meet the situation by devising a single Interim Retail Price Index because its list of items and item weights became outmoded. In consequence the Consumer Price Index was devised as a chain of linked indexes with the June quarters of 1952 and 1956 and the March quarter of 1960 chosen as the linking dates. (See paragraphs 5 and 13 of Appendix Section III. on page 148). The fixed-weight aggregative formula continued to be used in all these indexes. The description of the Consumer Price Index given in Section III. of the Appendix (pages 148 to 156) will be amplified in a later bulletin.

### § 3. Purpose of Retail Price Indexes.

**1. General.**—Retail price indexes are designed to measure the extent of changes in price levels only. While they may be used as indicating proportionate variations in cost of a *constant* standard of living, they do not measure the absolute cost of any standard of living, nor the absolute cost of changes in the standard of living. Strictly speaking they measure, as nearly as may be, the proportionate change in the aggregate cost of specified quantities and qualities of the selected list of items included in the index. In a broad sense, they measure proportionate change in retail price levels within the field they represent. The list of items in the "C" Series Retail Price Index is representative of a high proportion of the expenditure of wage earner households as current in pre-war years. That of the Consumer Price Index is similarly representative for post-war years as from 1950.

**2. Price Indexes for Individual Cities.**—Retail price indexes measure average variations in prices for specified cities individually. They measure proportionate changes from one time to another and not differences in price levels as between cities nor comparative costs of living in different cities. The problems of measuring comparative retail price levels and comparative living costs between cities at any point of time are matters for separate consideration apart from retail price indexes.

**3. Price Indexes and Purchasing Power.**—Retail price indexes are sometimes used as a measure of change in the "purchasing power of money". Strictly speaking, such a measure relates only to purchasing power over the list of items of the index combined in their specified proportions. The validity of its use in any broader sense or in dealing with a particular problem is a question for judgment by prospective users, on the facts of the case, and in the light of the definition of the index. It is impossible to compile a single general measure that will show, for all purposes and in all classes of transactions, the change in the value of money from one time to another.

**4. Use of Price Indexes by Industrial Tribunals.**—Retail price indexes are sometimes used by industrial tribunals and other authorities for the adjustment of wages. These authorities themselves decide, however, what use (if any) they make of available indexes or whether they desire the Statistician to compile a special index or adapt an existing index to suit their purposes. It is not the practice for the Statistician to express any view as to whether such tribunals should use retail price indexes in their deliberations. In the normal course of his duties the Statistician compiles and publishes various price indexes, states what they measure, explains how they are constructed, and gives evidence or public information when required. His function in this regard is frequently misunderstood. It is sometimes erroneously supposed that certain basic wages are determined by ascertaining the aggregate cost of the list of items included by the Statistician in a retail price index, or by calculating separate components of the wage from the aggregate cost of the items in separate groups of such an index. The actual position is briefly as follows:—

- (i) Tribunals determine a basic wage in the light of relevant evidence, presented by the parties, usually covering a wide range of economic conditions. This may or may not include evidence on changes in price levels.
- (ii) In some cases it may be provided by statute or by judgment of the tribunal that the total wage thus determined shall be automatically adjusted for price change as shown by overall quarterly movement in a specified retail price index.

The practices followed in the past and at present in Commonwealth jurisdiction and in the various States are described in Chapter III.

#### § 4. Previous Retail Price Indexes.

1. **General.**—Five series of retail price indexes have been compiled at various times for Australia by the Commonwealth Statistician prior to 1960. Each of these was continued until changed conditions required the compilation of indexes more directly relevant to current conditions. The respective indexes were:—

- (i) *The "A" Series Index* (covering food, groceries and house rents) was first compiled in 1912 with the year 1911 as base=1,000. It was discontinued in June, 1938. From 1913 to May, 1933 this index was used for wage adjustment purposes by the Commonwealth Court of Conciliation and Arbitration. Some other tribunals continued to use it until 1938 in certain localities.
- (ii) *The "B" Series Index* (covering food, groceries and rent of 4 and 5 roomed houses) was first compiled in 1925 and continued until the December Quarter, 1953. It was the food and rent constituent of the "C" Series Index and was designed to replace the "A" Series Index for general statistical purposes. The "B" Series Index was not used by industrial tribunals in connexion with the adjustment of wages. Its publication was discontinued as from the December Quarter, 1953.
- (iii) *The "C" Series Index* (covering food and groceries, rent of 4 and 5 roomed houses, clothing, household drapery, household utensils, fuel, lighting, fares, smoking and some other miscellaneous items) was first compiled in 1921. It was used by the Commonwealth Court of Conciliation and Arbitration for purposes of quarterly wage adjustments from May, 1934 to August, 1953. Some State tribunals use or consider it in their proceedings. It will continue to be available for industrial tribunals who desire it. The table in Appendix Section IV. on page 157 shows the "C" Series Index for the period from 1914 to December Quarter, 1959 (linked to the "A" Series for the years 1911-14).
- (iv) *The "D" Series Index*, derived by combining the "A" and "C" Series Indexes, was used by the Commonwealth Court of Conciliation and Arbitration from May, 1933 to May, 1934 and then discontinued.
- (v) *The Interim Index* (covering food and groceries, rent of 4 and 5 roomed houses, clothing, household drapery, household utensils, fuel, lighting, fares, smoking, certain services and some other miscellaneous items) was first compiled in 1954 with the year 1952-53 as base = 100. It replaced the "C" Series Index for general statistical purposes, and was constructed as a transitional index. Its compilation was discontinued following its replacement by the Consumer Price Index (see Appendix Section III. on page 148).

2. **The "Court" Index.**—In 1937 the Commonwealth Court of Conciliation and Arbitration introduced a "Court" Index for the purpose of its system of making automatic quarterly adjustments to the basic wage within its jurisdiction. A "Court" Index (Second Series) was created by the Court in 1946 and a "Court" Index (Third Series) in November, 1950, to provide for automatic adjustment of the increased amounts of adjustable basic wage then determined by the Court at those dates. By decision of the Court the "Court" Index ceased to be issued by the Industrial Registrar as at the December Quarter, 1953. These "Court" Indexes were an arithmetical conversion of the "C" Series Retail Price Index.

## § 5. International Comparisons: Retail Price Index Numbers.

The following tables give index numbers of consumer (retail) prices for various countries. Except where otherwise noted, the average prices for the year 1953 are taken as base (= 100). The figures, which have been taken from the *Monthly Bulletin of Statistics* of the Statistical Office of the United Nations, show fluctuations in prices in each country, and do not measure relative price levels as between the various countries included.

## INDEX NUMBERS OF CONSUMER (RETAIL) PRICES IN VARIOUS COUNTRIES.

(Source: *Monthly Bulletin of Statistics* of the Statistical Office of the United Nations.)

(Base: 1953 = 100.)

## ALL GROUPS INDEXES.

Period.	ARGENTINA (Buenos Aires).	AUSTRALIA. <sup>(a)</sup>	BELGIUM. <sup>(b)</sup>	BRAZIL (Sao Paulo).	CANADA.	FINLAND.	FRANCE (Paris).	GERMANY (West).	INDIA. <sup>(b)</sup>	IRELAND.	ITALY.
1951 .. .	69	82	99	67	98	94	91	100	98	87	94
1952 .. .	96	96	100	82	101	98	101	102	97	95	98
1953 .. .	100	100	—100—	100	100	100	100	100	100	—100—	—100—
1954 .. .	104	101	101	118	101	100	100	100	95	100	103
1955 .. .	117	103	101	142	101	97	101	102	90	103	105
1956 .. .	132	109	104	173	102	108	103	105	99	107	109
1957 .. .	165	112	107	206	106	—120—	—106—	106	104	112	110
1958 .. .	217	113	108	237	108	128	121	110	109	117	113
1959 .. .	464	116	110	326	110	130	129	112	114	117	113
1959—											
March Qtr. .. .	352	115	109	291	109	129	128	110	111	118	112
June , .. .	449	115	109	311	109	129	128	110	112	118	112
Sept. , .. .	513	116	110	334	110	129	129	112	117	116	112
Dec. , .. .	541	116	111	368	111	132	131	114	118	115	114

Period.	JAPAN.	NETHERLANDS.	NEW ZEALAND.	NORWAY.	PAKISTAN (Karachi).	PHILIPPINES (Manila).	SWEDEN.	SWITZERLAND.	UNION OF SOUTH AFRICA. <sup>(d)</sup>	UNITED KINGDOM.	UNITED STATES OF AMERICA.
1951 .. .	89	100	89	90	88	111	92	98	89	89	97
1952 .. .	94	100	96	98	90	104	99	101	97	97	99
1953 .. .	100	100	100	100	100	100	100	100	100	100	—100—
1954 .. .	106	104	105	104	98	99	c—101—	101	102	102	100
1955 .. .	—105—	106	—107—	105	94	98	104	102	105	106	100
1956 .. .	106	108	111	109	97	100	109	103	107	e—112—	102
1957 .. .	109	145	113	112	106	102	113	105	110	116	105
1958 .. .	108	117	118	118	110	105	119	107	—114—	119	108
1959 .. .	110	119	123	120	106	104	120	106	115	120	109
1959—											
March Qtr. .. .	109	117	122	120	102	104	119	107	115	121	108
June , .. .	109	116	122	120	104	102	119	106	115	120	108
Sept. , .. .	110	120	124	121	108	105	120	106	115	119	109
Dec. , .. .	111	121	123	121	112	107	121	107	116	120	110

(a) Consumer Price Index as converted to base 1953 = 100 by Commonwealth Statistician.  
 (b) Rent is not included. (c) July—December. (d) Index for Europeans only. (e) Linked at January, 1956.

NOTE.—Symbol — on each side of an index number (e.g., —95—) indicates that two series have been linked at that period. Symbol — between two index numbers indicates that it is not possible to link two series (because of change in scope, etc.) and therefore the index numbers are not comparable with each other even though they are shown on the same base period.

## INDEX NUMBERS OF CONSUMER (RETAIL) PRICES IN VARIOUS COUNTRIES—continued.

(Base: 1953 = 100.)

## FOOD GROUP INDEXES.

Period.			ARGENTINA (Buenos Aires),	AUSTRALIA,(a)	BELGIUM,	BRAZIL (Sao Paulo),	CANADA,	FINLAND,	FRANCE (Paris),	GERMANY (Western),	INDIA,	INDONESIA (Djakarta),	IRELAND,(b)
1951	..	..	67	77	96	57	104	92	93	97	96	89	90
1952	..	..	97	95	99	74	104	99	102	94	94	94	100
1953	..	..	100	100	-100-	100	100	100	100	100	100	100	b100
1954	..	..	99	101	103	119	100	98	98	102	93	106	100
1955	..	..	110	105	102	142	100	94	99	104	85	141	104
1956	..	..	125	112	104	175	101	108	101	106	97	161	105
1957	..	..	167	111	107	196	105	-122-	-102-	109	103	177	109
1958	..	..	230	112	108	220	108	128	121	112	109	258	119
1959	..	..	537	115	109	317	108	130	125	114	115	312	118
1959—													
March Qtr.	..	..	412	114	109	269	108	129	124	112	109	306	122
June	"	..	524	115	109	296	106	128	122	112	112	300	121
Sept.	"	..	592	115	110	322	107	130	124	114	119	321	116
Dec.	"	..	620	116	111	380	110	132	127	118	119	319	114

Period.			ITALY.	JAPAN.	NETHERLANDS,	NEW ZEALAND,	NORWAY,	PAKISTAN (Karachi),	PHILIPPINES (Manila),	SWEDEN,	UNION OF SOUTH AFRICA,(d)	UNITED KINGDOM,(e)	UNITED STATES OF AMERICA,
1951	..	..	94	91	96	86	87	89	111	87	81	126	100
1952	..	..	98	94	99	94	99	93	106	98	95	95	102
1953	..	..	-100-	100	100	100	100	100	100	100	100	100	-100-
1954	..	..	104	108	104	105	108	98	98	99	c-100-	101	103
1955	..	..	106	-105-	106	-108-	108	95	98	105	104	110	98
1956	..	..	111	104	110	114	113	100	101	113	106	102	99
1957	..	..	111	108	116	113	113	113	105	115	110	105	102
1958	..	..	115	106	116	115	122	117	111	119	-114-	107	107
1959	..	..	112	107	118	116	125	113	107	121	114	108	105
1959—													
March Qtr.	..	..	112	106	115	116	126	106	106	119	114	109	105
June	"	..	112	106	114	115	124	110	102	119	114	108	105
Sept.	"	..	112	108	122	116	125	116	107	121	114	107	105
Dec.	"	..	114	108	121	117	125	119	111	124	115	108	105

(a) Consumer Price Index (Food Group) as converted to base 1953 = 100 by Commonwealth Statistician. (b) Base: August, 1953 = 100. (c) July-December. (d) Index for Europeans only. (e) Prior to 1952, base: 1948 = 100; beginning 1956, base: January, 1956 = 100.

NOTE.—Symbol — on each side of an index number (e.g., -95-) indicates that two series have been linked at that period. Symbol —— between two index numbers indicates that it is not possible to link two series (because of change in scope, etc.) and therefore the index numbers are not comparable with each other even though they are shown on the same base period.



## CHAPTER II.—WHOLESALE PRICES AND PRICE INDEXES.

### § 1. General.

Two indexes of wholesale prices are compiled by the Bureau. These are: (i) The Melbourne Wholesale Price Index; and (ii) The Wholesale Price (Basic Materials and Foodstuffs) Index. Particulars of the Melbourne Wholesale Price Index, which is now obsolescent, are given in § 3 commencing on page 10 below.

After reviewing the list of items and weighting of the Melbourne Wholesale Price Index, the 1930 Conference of Statisticians resolved that a new index of wholesale prices of basic materials and foodstuffs should be compiled. This index—the Wholesale Price (Basic Materials and Foodstuffs) Index—which extends back to the year 1928 and is compiled monthly, is a special purpose index and one of a series of wholesale price indexes designed for special purposes.

### § 2. Wholesale Price (Basic Materials and Foodstuffs) Index.

**1. Price Quotations.**—The prices used in the index have in the main been obtained directly from manufacturers and merchants, and, with a few important exceptions, from Melbourne sources. Apart from locally produced building materials and one or two minor commodities, however, the price movements may be taken as representative of variations in wholesale prices of basic materials in most Australian markets.

Commodities in the index are priced in their primary or basic form wherever possible and in respect of imported materials as nearly as may be at the point where they first make effective impact on the local price structure. Thus the price of imported goods is not taken at the time of import, but rather on an ex-bond (or into factory) basis.

Broadly, where home-consumption prices exist for local products, they have been used in this index. During the year 1950–51 wool for local manufacture was subsidized and the home-consumption price for wool was used to calculate the index numbers shown in the table on page 10.

**2. Commodities and Grouping.**—For purposes of this index “basic” materials (as opposed to certain of the foodstuffs) are commodities in the primary or basic forms in which they first enter into productive processes carried out in Australia. The list of items is divided into seven main groups, each of which is sub-divided into goods which are mainly imported, and goods which are mainly home-produced. A full list of these commodities is set out below, showing the quantity-multipliers (weights) for each commodity. The percentage of the total aggregate value in 1959 contributed by each group is also shown.

**3. Method of Construction.**—The index is constructed on the simple aggregative fixed-weights formula. The weights (quantity-multipliers) are based on estimates of the average annual consumption of the commodities in Australia during the period 1928–29 to 1934–35 inclusive. Changes in usage, changes of category as between “imported” and “home-produced” for some commodities, and changes in the industrial structure have affected the validity of some of the weights in the index.

During 1956, supplies and prices of potatoes and onions fluctuated violently upwards and downwards between abnormally wide limits. These fluctuations were so great as to dominate the movement of the sections of the index in which these items were included, namely, “Foodstuffs and Tobacco”, “Goods Principally Home Produced” and “Total All Groups”. In the circumstances of the case, neither seasonal adjustment nor conversion of the index to a

" changing weights " formula could be applied to eliminate these transient fluctuations. Accordingly, in order to provide a representative measure of the general trend in wholesale prices, the index was reconstructed as from July, 1936 by omitting potatoes and onions.

Consideration is being given to the enlargement of the index to cover additional groups and to revision of the weighting pattern of the index.

## WHOLESALE PRICE (BASIC MATERIALS AND FOODSTUFFS) INDEX.

## LIST OF COMMODITIES, UNITS OF MEASUREMENT AND QUANTITY-MULTIPLIERS.

Commodity.	Unit.	Quantity-multiplier. (Weight.)	Commodity.	Unit.	Quantity-multiplier. (Weight.)
Metals and Coal—			Rubber and Hides—		
Principally Imported—			Principally Imported—		
Aluminium ..	ton	985	Rubber, crude ..	lb.	24,214,400
Principally Home-produced—			Principally Home-produced—		
Iron and steel ..	ton	637,000	Calf skins ..	lb.	4,455,000
Briquettes ..	ton	243,000	Cattle hides ..	lb.	57,246,000
Copper, wire bars ..	ton	7,000	Tanning bark ..	ton	23,000
Coal ..	ton	9,300,000			
Lead, soft pig ..	ton	10,400	Building Materials—		
Tin, ingots ..	ton	1,250	Principally Imported—		
Zinc, ingots ..	ton	14,800	Timber, softwoods ..	1,000 sup. ft.	346,500
Oils, Fats and Waxes—			Turpentine ..	gallon	458,000
Principally Imported—			Principally Home-produced—		
Coconut oil ..	ton	6,500	Bricks ..	..	372,000
Fuel oil ..	ton	170,000	Cement ..	ton	479,000
Linseed oil ..	gallon	2,250,000	Drain-pipes ..	foot	7,270,000
Lubricating oil ..	gallon	3,960,000	Glass, window ..	100	82,370
Kerosene, power ..	gallon	21,000,000		sq. ft.	
Petrol ..	gallon	218,000,000	Lime ..	ton	51,144
Principally Home-produced—			Plaster ..	ton	53,000
Beeswax ..	lb.	169,112	Timber, hardwoods ..	100	2,575,000
Tallow ..	ton	26,000		sup. ft.	
Textiles—			White lead ..	cwt.	60,000
Principally Imported—			Whiting ..	cwt.	274,000
Hemp ..	ton	5,575			
Kapok ..	lb.	6,160,000	Foodstuffs and Tobacco(a)—		
Jute fibre ..	ton	874	Principally Imported—		
Phormium tenax ..	ton	2,275	Tapioca ..	cwt.	754,860
Silk, raw ..	lb.	455,900	Cocoa, raw ..	cwt.	104,460
Principally Home-produced—			Coffee ..	lb.	3,642,000
Cotton, raw ..	lb.	15,900,000	Tea ..	..	48,954,520
Wool, greasy ..	lb.	50,200,000	Mustard ..	doz. lb.	49,340
Chemicals—			Herrings ..	doz. lb.	289,760
Principally Imported—			Sild ..	..	847,560
Ammonium sulphate ..	ton	23,830		4-oz. tins	
Potash, muriate ..	ton	4,055	Tobacco, leaf ..	lb.	18,321,340
Potash, sulphate ..	ton	2,025			
Soda ash ..	ton	21,400	Principally Home-produced—		
Soda, nitrate ..	ton	1,100	Barley ..	bushel	5,185,260
Soda, nitrate—			Maize ..	bushel	330,640
Chilean ..	ton	3,600	Oats ..	bushel	15,713,240
Sulphur ..	ton	95,500	Rice ..	cwt.	339,246
Principally Home-produced—			Wheat ..	bushel	41,880,980
Arsenic ..	ton	1,531	Peas ..	bushel	675,980
Blood and bone ..	ton	34,431	Sugar ..	ton	352,682
Methylated spirits ..	gallon	2,374,000	Beef ..	100 lb.	7,352,520
Soda crystals ..	ton	4,986	Lamb ..	lb.	87,245,740
Superphosphate ..	ton	704,144	Mutton ..	lb.	458,081,320
Sulphuric acid ..	ton	226,450	Pork ..	lb.	49,923,380

(a) Includes weights transferred from deleted articles.

The percentage of the total aggregate value in 1959 contributed by each group was as follows:—Metals and coal, 17.53 per cent.; oils, fats and waxes, 8.83; textiles, 2.98; chemicals, 3.93; rubber and hides, 2.15; building materials, 10.66; foodstuffs and tobacco, 53.92. Goods principally imported comprised 24.46 per cent. of the total aggregate in 1959 and goods principally home-produced 75.54 per cent.

**4. Index Numbers.**—Index numbers for each group of commodities and for all groups combined for the index of wholesale prices of basic materials and foodstuffs are given in the following table. Current index numbers, on the base: Average of three years ended June, 1939 = 100, are published monthly in the mimeographed statistical bulletin *Wholesale Price (Basic Materials and Foodstuffs) Index* and in the *Monthly Review of Business Statistics*.

**WHOLESALE PRICE (BASIC MATERIALS AND FOODSTUFFS) INDEX NUMBERS.**  
(Base of each Group: Year 1928 = 100.)

Period.	Basic Materials.							Food-stuffs and Tobacco. (a)	Basic Materials and Foodstuffs.		
	Metals and Coal.	Oils, Fats and Waxes.	Tex-tiles.	Chem-i-cals.	Rubber and Hides.	Build-ing Mat-erials.	Total.		Goods prin-ci-pally Im-ported. (b)	Goods prin-ci-pally Home-pro-duced. (a)	All Groups. (a)
1928 .. ..	100	100	100	100	100	100	100	100	100	100	100
1929 .. ..	100	102	83	98	77	98	98	107	101	103	103
1930 .. ..	95	108	61	95	55	100	93	95	105	92	95
1931 .. ..	89	109	57	98	58	101	92	81	111	79	87
1932 .. ..	83	107	54	98	53	98	88	79	108	76	84
1933 .. ..	82	88	62	95	56	100	83	78	101	75	81
1934 .. ..	79	82	66	89	60	98	80	81	99	75	81
1935 .. ..	74	88	62	82	59	97	79	85	103	76	83
1936 .. ..	72	91	76	82	72	99	82	90	105	81	86
1937 .. ..	79	95	87	82	89	110	91	95	113	86	92
1938 .. ..	80	95	61	83	66	104	88	96	109	85	91
1939 .. ..	81	97	65	84	76	105	90	92	111	83	90
1940 .. ..	84	123	78	97	93	127	104	99	134	90	100
1941 .. ..	88	134	82	106	98	137	112	105	156	91	107
1942 .. ..	97	151	93	116	104	154	125	116	180	99	119
1943 .. ..	103	160	110	118	106	181	135	121	199	102	126
1944 .. ..	103	160	108	118	106	183	135	123	200	104	127
1945 .. ..	103	153	108	117	106	184	133	127	198	106	129
1946 .. ..	102	142	119	116	104	187	131	129	194	108	129
1947 .. ..	107	142	165	116	94	194	137	137	202	114	136
1948 .. ..	129	159	234	127	100	204	157	156	217	135	155
1949 .. ..	160	166	254	138	96	213	175	172	225	154	172
1950 .. ..	179	179	382	179	155	258	208	200	263	182	202
1951 .. ..	235	196	475	229	248	327	261	242	299	232	248
1952 .. ..	299	216	408	277	193	432	304	272	325	272	285
1953 .. ..	307	217	467	279	154	394	301	286	307	285	291
1954 .. ..	305	204	387	260	154	380	290	293	296	286	288
1955 .. ..	314	203	341	259	228	411	298	304	312	294	298
1956 .. ..	322	219	346	272	240	466	316	309	332	302	309
1957 .. ..	317	227	363	286	221	486	322	308	339	302	311
1958 .. ..	311	220	272	278	197	457	304	311	318	300	304
1959 .. ..	306	216	279	271	273	445	303	319	308	308	308
1959—											
January ..	308	218	239	270	199	443	297	303	307	294	298
February ..	308	218	249	270	215	443	299	311	308	300	302
March ..	307	218	253	270	246	443	300	323	309	309	309
April ..	307	219	286	270	310	443	306	322	309	312	312
May ..	305	218	289	270	280	443	304	319	311	308	309
June ..	305	219	282	270	273	443	303	320	311	308	309
July ..	303	218	282	272	298	443	303	322	309	311	310
August ..	305	217	299	272	311	443	306	325	308	315	313
September ..	305	211	291	272	313	446	304	321	303	313	310
October ..	305	210	290	271	284	446	303	322	304	311	310
November ..	306	210	287	271	272	446	302	317	306	307	307
December ..	306	210	295	271	272	454	304	321	307	310	310

(a) During 1956 these indexes were reconstructed from July, 1936 by excluding potatoes and onions.  
See para. 3 on page 8. (b) Represents only such imported commodities as are included in the Wholesale Price Index and does not measure changes in prices of all imports.

**§ 3. Melbourne Wholesale Price Index.**

**1. General.**—An index of Melbourne wholesale prices was first computed in 1912. It relates chiefly to basic materials and foods weighted in accordance with consumption in the years immediately preceding that date. Neither the list of items nor the weighting has been varied. Consequently, the index is outmoded for current use and is a measure of variations in wholesale prices based on the weighting originally determined. It has some historical

significance as a measure of changes in the prices of its component items combined in the proportions in which they were in common use about the year 1910. It is now published on an annual basis for "All Groups" only and is used mainly as an approximate indication of long-term trends since the year 1861, for which it was first compiled. A description of the index and a list of the commodities included in it were published in Labour Report No. 38, 1949, pages 43-45.

2. Index Numbers.—Index numbers for each group of commodities, as well as for all groups combined, are shown in the following table:—

MELBOURNE WHOLESALE PRICE INDEX NUMBERS.

(Base of each Group: Year 1911 = 1,000.)

Year.	Metals and Coal.	Wool, Cotton, Leather, etc.	Agricultural Produce, etc.	Dairy Produce.	Groceries.	Meat.	Building Materials.	Chemicals.	All Groups.	
1861	..	1,438	1,381	1,583	1,008	1,963	..	1,070	2,030	1,538
1871	..	1,096	1,257	1,236	864	1,586	..	1,044	1,409	1,229
1881	..	1,178	1,115	1,012	935	1,421	..	1,091	1,587	1,121
1891	..	895	847	1,024	995	1,032	888	780	1,194	945
1901	..	1,061	774	928	1,029	1,048	1,345	841	917	974
1911	..	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000
1912	..	1,021	991	1,370	1,206	1,052	1,357	1,057	978	1,170
1913	..	1,046	1,070	1,097	1,054	1,024	1,252	1,128	995	1,188
1914	..	1,099	1,032	1,207	1,137	1,021	1,507	1,081	1,253	1,149
1915	..	1,284	1,017	2,162	1,530	1,133	2,435	1,275	1,528	1,604
1916	..	1,695	1,423	1,208	1,485	1,322	2,515	1,491	1,760	1,504
1917	..	2,129	2,008	1,157	1,423	1,343	2,403	1,884	2,171	1,662
1918	..	2,416	2,360	1,444	1,454	1,422	2,385	2,686	3,225	1,934
1919	..	2,121	2,363	1,987	1,651	1,514	2,342	2,852	2,896	2,055
1920	..	2,302	2,625	2,460	2,213	1,920	3,279	3,226	2,834	2,483
1921	..	2,173	1,361	1,767	2,000	1,977	2,158	2,733	2,303	1,903
1922	..	1,941	1,681	1,628	1,648	1,869	1,787	2,005	1,965	1,758
1923	..	1,826	2,148	1,778	1,840	1,746	2,579	2,024	1,933	1,944
1924	..	1,835	2,418	1,647	1,655	1,721	2,223	1,814	1,806	1,885
1925	..	1,851	1,966	1,796	1,636	1,723	2,212	1,711	1,790	1,844
1926	..	1,938	1,582	2,001	1,784	1,730	1,931	1,664	1,816	1,832
1927	..	1,962	1,650	1,826	1,823	1,724	2,111	1,623	1,866	1,817
1928	..	1,912	1,781	1,726	1,751	1,707	2,015	1,744	1,923	1,792
1929	..	1,912	1,555	1,793	1,854	1,689	2,245	1,755	1,943	1,803
1930	..	1,867	1,127	1,484	1,627	1,666	2,024	1,875	1,982	1,596
1931	..	1,826	1,040	1,121	1,398	1,794	1,512	2,025	2,166	1,429
1932	..	1,736	998	1,230	1,304	1,766	1,351	2,043	2,127	1,411
1933	..	1,713	1,118	1,175	1,194	1,714	1,485	2,061	2,105	1,409
1934	..	1,660	1,261	1,288	1,274	1,735	1,540	2,015	2,017	1,471
1935	..	1,602	1,217	1,344	1,325	1,729	1,508	1,964	1,996	1,469
1936	..	1,566	1,330	1,480	1,351	1,731	1,684	1,969	1,997	1,543
1937	..	1,772	1,406	1,604	1,451	1,750	1,678	2,430	2,006	1,656
1938	..	1,746	1,051	1,789	1,549	1,747	1,871	2,238	2,059	1,662
1939	..	1,758	1,101	1,820	1,557	1,752	1,710	2,220	2,075	1,665
1940	..	1,854	1,361	1,567	1,567	1,784	1,882	2,890	2,298	1,713
1941	..	1,960	1,402	1,721	1,554	1,883	1,776	3,138	2,527	1,796
1942	..	2,146	1,507	1,900	1,665	1,938	2,312	3,409	2,437	1,977
1943	..	2,272	1,945	1,964	1,716	1,939	2,366	3,764	2,442	2,117
1944	..	2,278	1,967	2,052	1,721	1,949	2,470	3,768	2,442	2,159
1945	..	2,270	1,960	2,259	1,726	1,967	2,560	3,770	2,527	2,228
1946	..	2,262	2,062	1,951	1,722	1,977	2,589	3,772	2,614	2,162
1947	..	2,390	2,690	2,019	1,763	2,174	2,748	3,800	2,843	2,360
1948	..	2,829	3,619	2,383	2,104	2,435	2,976	4,631	3,180	2,824
1949	..	3,502	3,966	2,876	2,309	2,558	3,356	4,611	3,221	3,191
1950	..	3,902	5,464	3,155	2,459	2,829	4,616	(a) 5,567	3,263	3,816
1951	..	5,080	7,943	4,512	2,930	2,850	6,438	(a) 7,074	3,294	5,098
1952	..	6,481	7,365	5,038	4,024	3,455	6,289	(a) 9,338	3,723	5,647
1953	..	6,615	6,950	4,958	4,533	3,767	6,303	(a) 8,519	4,691	(b) 5,631

(a) The list of items and weighting of the original Building Materials group of this index are outmoded in respect of recent years. The movement shown here for this group between 1949 and 1953 has been calculated in accordance with the movement occurring in the Building Materials group of the Basic Materials and Foodstuffs Index. (b) The "All Groups" index numbers for the years 1954, 1955, 1956, 1957, 1958 and 1959 were 5,384, 5,548, 5,916, 5,814, 5,575 and 5,394 respectively.

#### § 4. International Comparisons: Wholesale Price Index Numbers.

The following table gives index numbers of wholesale prices during the period 1950 to December, 1959 for Australia and other countries. Except where otherwise noted, the average prices in each country for the year 1953 are taken as base (= 100). The figures, which have been taken from the *Monthly Bulletin of Statistics* published by the Statistical Office of the United Nations, show fluctuations in prices in each country, and do not measure relative price levels as between the various countries included.

#### INDEX NUMBERS OF WHOLESALE PRICES IN VARIOUS COUNTRIES.

(Source: *Monthly Bulletin of Statistics* of the Statistical Office of the United Nations.)  
(Base: 1953 = 100.)

Period.		AUSTRALIA.	BELGIUM.	BRAZIL.	CANADA.	DENMARK.	FRANCE.	GERMANY (Western).	INDIA.	INDONESIA (Djakarta). (a)	IRELAND.
1950	..	69	93	66	96	86	78	85	..	72	82
1951	..	85	113	79	109	109	100	100	110	99	95
1952	..	98	107	87	102	107	105	103	97	95	100
1953	..	100	100	100	100	100	100	100	-100-	100	(b) 100
1954	..	99	99	130	98	100	98	98	96	110	98
1955	..	103	101	147	99	-103-	98	101	88	144	101
1956	..	106	104	176	102	106	102	103	99	136	101
1957	..	107	106	197	103	106	108	105	104	158	108
1958	..	105	102	221	103	105	121	106	107	247	113
1959	..	106	101	305	104	105	126	105	111	(d)	113
1959—											
March Qtr.	..	104	100	276	104	105	126	105	108	(d)	114
June	"	106	101	291	105	106	125	105	109	(d)	114
Sept.	"	107	102	314	105	106	126	105	112	(d)	112
Dec.	"	107	102	340	104	106	129	106	114	(d)	112

Period.		ITALY.	JAPAN (Tokyo).	NETHERLANDS.	NEW ZEALAND.	NORWAY.	PHILIPPINES (Manila).	SWEDEN.	UNION OF SOUTH AFRICA.	UNITED KINGDOM. (c)	UNITED STATES OF AMERICA.
1950	..	93	70	87	78	76	98	76	76	..	94
1951	..	106	97	107	91	94	110	100	86	..	104
1952	..	100	100	104	101	-101-	101	106	99	..	101
1953	..	100	100	100	100	100	100	100	100	..	100
1954	..	99	99	101	99	102	95	99	101	100	100
1955	..	100	98	102	100	104	92	103	104	103	101
1956	..	102	102	104	104	109	95	108	105	107	104
1957	..	103	105	107	105	113	99	110	107	107	107
1958	..	101	98	105	103	111	103	107	107	101	108
1959	..	98	99	106	109	111	104	108	107	102	108
1959—											
March Qtr.	..	98	98	106	109	111	103	106	106	101	109
June	"	97	98	105	109	111	103	107	107	101	109
Sept.	"	97	99	105	111	112	104	107	107	102	108
Dec.	"	99	101	108	109	112	106	110	108	103	108

(a) Imported goods.  
Base: 1954 = 100.

(b) Home-produced goods only.

(c) Basic materials and fuel—

(d) Not available.

NOTE.—The symbol — on each side of an index number (e.g., -95-) indicates that two series have been linked at that period. The symbol —— between two index numbers indicates that it is not possible to link two series (because of change in scope, etc.) and therefore the index numbers are not comparable with each other even where they are shown on the same base period.

### CHAPTER III.—WAGES AND HOURS.

#### § 1. Arbitration and Wages Boards Acts and Associated Legislation.

1. **General.**—Particulars regarding the operation of Commonwealth and State Acts for the regulation of wages, hours and conditions of labour were first compiled for the year 1913 and revised particulars have appeared annually in each issue of the Labour Report.

2. **Laws Regulating Industrial Matters.**—The principal Acts in force regulating rates of wage, hours of labour and working conditions generally in both Commonwealth and State jurisdictions at the end of 1959 are listed below:—

#### COMMONWEALTH.

Conciliation and Arbitration Act 1904–1959.  
 Public Service Arbitration Act 1920–1959.  
 Coal Industry Act 1946–1958.  
 Stevedoring Industry Act 1949–1957.  
 Snowy Mountains Hydro-electric Power Act 1949–1958.  
 Navigation Act 1912–1958.

#### STATES.

New South Wales ..	Industrial Arbitration Act, 1940–1959. Coal Industry Act, 1946–1957.
Victoria ..	Labour and Industry Acts 1958–1959.
Queensland ..	Industrial Conciliation and Arbitration Acts, 1932 to 1958.
South Australia ..	Industrial Code, 1920–1958.
Western Australia ..	Industrial Arbitration Act, 1912–1952. Mining Act, 1904–1955.
Tasmania ..	Wages Boards Act 1920–1951.

3. **Methods of Administration.**—(i) *Commonwealth*—(a) *Conciliation and Arbitration Act*.—Under placitum (xxxv.) of section 51 of the Commonwealth of Australia Constitution, the Commonwealth Parliament is empowered to make laws with respect to “conciliation and arbitration for the prevention and settlement of industrial disputes extending beyond the limits of any one State”. The Parliament has made such a law, namely, the Conciliation and Arbitration Act.

This Act defines “an industrial dispute” as “(a) a dispute (including a threatened, impending or probable dispute) as to industrial matters which extends beyond the limits of any one State; and (b) a situation which is likely to give rise to a dispute as to industrial matters which so extends; and includes (c) such a dispute in relation to employment in an industry carried on by, or under the control of, a State or an authority of a State; (d) a dispute in relation to employment in an industry carried on by, or under the control of, the Commonwealth or an authority of the Commonwealth, whether or not the dispute extends beyond the limits of any one State; and (e) a claim which an organization is entitled to submit to the Commission [see page 17] under section eleven A of the *Public Service Arbitration Act* 1920–1959 or an application or matter which the Public Service Arbitrator has refrained from hearing, or from

further hearing, or from determining under section fourteen A of that Act, whether or not there exists in relation to the claim, application or matter a dispute as to industrial matters which extends beyond the limits of any one State".

The Conciliation and Arbitration Act was extensively amended by an Act (No. 44 of 1956) assented to on 30th June, 1956. This amendment altered the structure of the arbitration machinery by separating the judicial functions from the conciliation and arbitration functions. The Commonwealth Industrial Court was established to deal with judicial matters under the Act and the Commonwealth Conciliation and Arbitration Commission to handle the functions of conciliation and arbitration. Further amendments were made by Act No. 103 of 1956, Act No. 30 of 1958, Act No. 40 of 1959 and Act No. 15 of 1960. A summary of the provisions of the Conciliation and Arbitration Act 1904–1960 is given in the following paragraphs.

(b) *The Commonwealth Industrial Court.*—The Commonwealth Industrial Court is at present composed of a Chief Judge and three other Judges and the Act provides that the jurisdiction of the Commonwealth Industrial Court shall be exercised by not less than two Judges except in the following circumstances. A single Judge may exercise the jurisdiction of the Court with respect to a dismissal or injury of an employee on account of industrial action, interpretation of awards, questions concerning eligibility of membership of an organization, disputes between an organization and its members and a prescribed matter of practice or procedure. A single Judge may refer a question of law for the opinion of the Court constituted by not less than two Judges. The Court is a Superior Court of Record with the same power to punish contempts of its power and authority as is possessed by the High Court in respect of contempts of the High Court. In general, decisions of the Industrial Court are final; however, an appeal lies to the High Court, but only when the latter grants leave to appeal. Provision is made for the registration of employer and employee associations. In matters involving disputed elections in organizations, the Court may direct the Registrar to make investigations, and if necessary order a new election. The Act also provides for the Commission to exercise the powers of the Court with regard to an application for cancellation of registration of an organization. Any such change of jurisdiction must be notified by proclamation. This provision could be used if the powers of the Court in this regard were declared, in whole or in part, to be invalid.

Special provision is made concerning the right of audience before the Commonwealth Industrial Court. Briefly, except in proceedings which, in general, involve questions of law or offences against the Act, parties are able to elect whether to appear personally or to be represented by lawyers or officials. Even in proceedings involving questions of law, except appeals from decisions by other Courts to the Industrial Court on matters arising under this Act or the Public Service Arbitration Act 1920–1959, the parties may, if they wish and the Court grants leave, be represented by officials.

(c) *The Commonwealth Conciliation and Arbitration Commission.*—The Commonwealth Conciliation and Arbitration Commission is at present composed of a President, five Deputy Presidents, a Senior Commissioner, seven Commissioners and three Conciliators. The presidential members of the Commission must have been solicitors or barristers of the High Court or of the Supreme Court of a State of not less than five years' standing or Judges of the previously existing Court of Conciliation and Arbitration.

The Commonwealth Conciliation and Arbitration Commission is empowered to prevent or settle industrial disputes by conciliation or arbitration, and to make suggestions and to do such things as appear right and proper for (a) effecting a reconciliation between the parties to industrial disputes; (b) preventing and settling industrial disputes by amicable agreement; and (c) preventing and settling, by conciliation or arbitration, industrial disputes not prevented or settled by amicable agreement. The Commission may exercise its powers of its own motion or on the application of a party.

The President may assign a Commissioner to deal with industrial disputes relating to particular industries, or members of the Commission to deal with a particular industrial dispute. However, subject to the approval of the President, it is the duty of the Senior Commissioner to organize and allocate the work of the Commissioners and Conciliators.

When an industrial dispute occurs or is likely to occur, the Act provides that a Commissioner shall take steps for the prompt prevention or settlement of that dispute by conciliation, or, if in his opinion conciliation is unlikely to succeed or has failed, by arbitration. A Commissioner may arrange with the Senior Commissioner for a Conciliator to assist the parties to reach an amicable agreement and shall do so if the parties so request. If an agreement is reached, a memorandum of its terms shall be made in writing, and may be certified by the Commission. A certified memorandum shall have the same effect as an award.

The Commission in Presidential Session, that is, the Commission constituted by at least three presidential members nominated by the President, and not otherwise, is empowered to deal with making awards, or certifying agreements, in so far as they concern standard hours, basic wages and long service leave.

Upon application by a party to an industrial dispute, a Commissioner shall consult with the President as to whether, in the public interest, any matter in the dispute should be dealt with by a Commission constituted by not less than three members nominated by the President, at least one of whom shall be a presidential member and one, where practicable, the Commissioner concerned. The President may direct the Commission to hear the matter in dispute; however, after consideration, the Commission may refer the matter in dispute back for determination to the Commissioner originally dealing with the dispute.

An appeal against the decision of a Commissioner shall be heard by not less than three members nominated by the President, of whom at least two shall be presidential members of the Commission. However, an appeal will not be heard unless the Commission considers it is necessary as a matter of public interest. The President, after taking account of the views of the parties to a dispute, may appoint a member of the Commission to take evidence on behalf of the full bench of the Commission, so that the full bench can have this evidence before it when it commences its hearing.

Full benches of the Commission not constituted by the same persons may sit in joint session at the direction of the President when he considers it desirable and has the opinion that a question is common to the matters before those benches. A joint session may be held whether the benches concerned are constituted pursuant to the Conciliation and Arbitration Act or the Public Service Arbitration Act, and whether they are constituted to hear references or appeals. However, it is left to each appropriate full bench to determine any of the matters before it.

Provision is also made in the Act for a presidential member of the Commission to handle industrial matters in connexion with the Maritime Industries,

Snowy Mountains Area and Stevedoring Industry, except in those matters for which the Act requires that the Commission shall be constituted by more than one member.

The Commonwealth Conciliation and Arbitration Commission also deals with disputes and industrial matters, interstate or intra-State, associated with undertakings or projects of the Commonwealth Government which have been declared by the Minister to be Commonwealth projects for the purposes of this Act. In effect, this places employees of Commonwealth projects, so declared, under the jurisdiction of the Commission. The Commission may also make an award in relation to an industrial dispute involving such employees. The Minister has the power to exempt certain persons or classes of persons working on these projects from the jurisdiction of the Commission.

The Commission may make an award in relation to an industrial dispute when the Public Service Arbitrator refrains from dealing with claims made by a Public Service employee organization or consents to the claims being presented to the Commission, though such an award may be inconsistent with a law of the Commonwealth relating to salaries, wages, rates of pay or terms or conditions of service of employees in the Public Service as defined by section three of the Public Service Arbitration Act 1920–1959, not being the Commonwealth Employees Compensation Act 1930–1959, the Commonwealth Employees' Furlough Act 1943–1959, the Superannuation Act 1922–1959 or any other prescribed Act.

The Act provides that where a State law, or an order, award, decision or determination of a State industrial authority is inconsistent with or deals with a matter dealt with in an award of the Commonwealth Conciliation and Arbitration Commission, the latter shall prevail, and the former, to the extent of the inconsistency or in relation to the matter dealt with, shall be invalid.

(d) *Coal Industry Tribunal*.—The Coal Industry Tribunal was established under the Commonwealth Coal Industry Act 1946 and the New South Wales Coal Industry Act, 1946 to consider and determine interstate disputes and, in respect of New South Wales only, intra-State disputes between the Australian Coal and Shale Employees' Federation and employers in the coal-mining industry.

Special war-time bodies were created to deal with specific aspects of the coal industry, reference to which was made in earlier issues of the Labour Report (see No. 41, page 53). Under amending legislation passed jointly by the Commonwealth and New South Wales Parliaments in 1951, the Tribunal was vested with authority to deal with all interstate industrial disputes in the coal mining industry, irrespective of the trade union involved, and, in the case of New South Wales, intra-State disputes also. The Tribunal consists of one person, who may appoint two assessors nominated by the parties to advise him in matters relating to any dispute. Subsidiary authorities are the Local Coal Authorities and Mine Conciliation Committees, who may be appointed to assist in the prevention and settlement of certain disputes. An amendment to the Commonwealth Coal Industry Act, passed in 1952, makes it obligatory for the Tribunal to use conciliation and arbitration to settle industrial disputes.

(e) *Commonwealth Public Service Arbitrator*.—Wages, hours of work and working conditions in the Commonwealth Public Service are regulated by the Commonwealth Public Service Arbitrator, under powers conferred by the Public Service Arbitration Act 1920–1959. The system of arbitration commenced to operate in 1912, cases being heard by the Commonwealth Court of Conciliation and Arbitration as part of the ordinary work of that Court.

From 1920, however, the control was transferred to the Arbitrator, who is appointed by the Government for a term of seven years, and who need not necessarily have legal qualifications. In 1952 amending legislation made provision for reference of matters of general importance to the Full Court of the Commonwealth Court of Conciliation and Arbitration and also for appeals from decisions of the Arbitrator.

Amending legislation, assented to on 15th November, 1956, provided that an organization of employees in the Public Service may submit a claim to the Commonwealth Conciliation and Arbitration Commission with the consent of the Public Service Arbitrator or where the Arbitrator has, other than on the grounds of triviality, refrained from hearing or determining the claim. The amending legislation also provided that appeals from decisions of the Arbitrator may be made to the Commission.

(f) *Australian Capital Territory Industrial Board.*—The regulation of industrial matters in the Australian Capital Territory under a local Industrial Board commenced in the year 1922. However, an amending Ordinance, gazetted on 19th May, 1949, abolished the Board and transferred its functions to authorities established by the Commonwealth Conciliation and Arbitration Act. A separate Registry of the Commonwealth Court of Conciliation and Arbitration was established in Canberra and a Commissioner was assigned to the Australian Capital Territory.

The amendment to Commonwealth industrial legislation introduced in June, 1956 made little practical change in the day-to-day industrial administration of the Australian Capital Territory. In effect, the Conciliation Commissioner of the Commonwealth Court of Conciliation and Arbitration became the Commissioner for the Australian Capital Territory under the Commonwealth Conciliation and Arbitration Commission. In addition, the Industrial Court and the Commonwealth Conciliation and Arbitration Commission replaced the Commonwealth Court of Conciliation and Arbitration in those matters outside the jurisdiction of the Commissioner.

Details of the provisions relating to the Board during its period of jurisdiction may be found in issues of the Labour Report prior to No. 37 (see No. 36, p. 51).

(ii) *States*—(a) *New South Wales.*—The controlling authority is the Industrial Commission of New South Wales, consisting of a President and five other Judges. Subsidiary tribunals are the Conciliation Commissioners, the Apprenticeship Commissioner, Conciliation Committees and Apprenticeship Councils constituted for particular industries. Each Conciliation Committee consists of a Conciliation Commissioner as Chairman and equal numbers of representatives of employers and employees. The Apprenticeship Commissioner and the members of the Conciliation Committee for an industry constitute the Apprenticeship Council for the industry. These subsidiary tribunals may make awards binding on industries, but an appeal to the Industrial Commission may be made against any award. Special Commissioners with conciliatory powers and limited arbitration powers may be appointed. Compulsory control commenced in 1901, after the earlier Acts of 1892 and 1899 providing for voluntary submission of matters in dispute had proved abortive.

(b) *Victoria.*—The authorities are separate Wages Boards for the occupations and industries covered, each consisting of a chairman and equal numbers of representatives of employers and employees, and a Court of Industrial Appeals, the latter presided over by a Judge of the County Court. The system was instituted in the State in 1896, and represented the first example in Australia of legal regulation of wage rates.

(c) *Queensland*.—The authority is the Industrial Court, consisting of a Judge of the Supreme Court and not more than four members appointed by the Governor in Council. Legal control was first instituted in 1907 with the passing of the Wages Board Act.

(d) *South Australia*.—The principal tribunal is the Industrial Court, composed of the President (a person eligible for appointment as a Judge of the Supreme Court) who may be joined by two assessors employed in the industry concerned; also Deputy Presidents may be appointed. There are also Industrial Boards, for the various industries, consisting of a chairman and equal numbers of representatives of employers and employees. Another tribunal provided for under the Industrial Code is the Board of Industry, composed of a President, who shall be the President or a Deputy President of the Industrial Court, and four Commissioners. Broadly speaking, the functions of these three tribunals are:—(i) the Industrial Court delivers awards concerning workers who do not come under the jurisdiction of the Industrial Boards and hears appeals from decisions of Industrial Boards; (ii) the determinations of the Industrial Boards apply to most industries in the metropolitan area; however, for employees of the Public Service, Railways and councils of a municipality or district, determinations of Industrial Boards apply to the whole of the State; (iii) the Board of Industry declares the “living wage”.

(e) *Western Australia*.—The system of control comprises an Arbitration Court, Industrial Boards, Conciliation Committees and a Conciliation Commissioner. Employers and employees are equally represented on both Boards and Committees. The Court consists of a Judge of the Supreme Court and two members. Commissioners may also be appointed by the Minister for the settlement of particular disputes. Legal control dates back to 1900.

Since 1949, legislation has provided for the appointment of a Western Australian Coal Industry Tribunal to settle intra-State disputes in the coal mining industry in Western Australia. It was not, however, until April, 1952, that persons were appointed to the Tribunal. The Tribunal consists of a Chairman and four other members (two representatives each of employers and employees). Boards of reference may be appointed by the Tribunal and decisions of the Tribunal may be reviewed by the President of the Arbitration Court.

(f) *Tasmania*.—The authority consists of Wages Boards for separate industries, comprising a Chairman (who is common to all Wages Boards), appointed by the Governor, and equal numbers of representatives of employers and employees, appointed by the Minister administering the Act. The system was instituted in 1910.

**4. Awards, Determinations, and Agreements in Force.**—In each issue of the Labour Report from 1913–14 to 1947 (Reports Nos. 5–36), statistics were published of the number of awards and determinations made and industrial agreements filed, excluding variations, in each State and under Commonwealth legislation dealing with these matters. Statistics were also published, up to and including 1939, showing the number of awards, determinations and industrial agreements in force at the end of each year. These details are not now published because of the difficulty of obtaining precise data. One of the reasons for this decision is explained in the following paragraph.

It is difficult to establish the exact number of industrial awards and registered industrial agreements in force at the end of any period, because awards and determinations made by both State and Commonwealth tribunals generally

continue in force, after the term of operation mentioned therein has expired, until rescinded or superseded by a subsequent order or award. Section 58 (2) of the Commonwealth Conciliation and Arbitration Act provides that, after the expiration of the period specified, the award shall, unless the Commission otherwise orders, continue in force until a new award has been made; provided that, where in pursuance of this sub-section an award has continued in force after the expiration of the period specified in the award, any award made by the Commission for the settlement of a new industrial dispute between the parties may be made to operate from a date not earlier than the date upon which the dispute arose. Similar provisions are in force in the Industrial Code of South Australia, section 47 (2), and in legislation for other States. All industrial agreements continue in force after the expiration of the term mentioned until rescinded or superseded by a subsequent agreement or order. The Tasmanian Wages Boards Act 1934 repealed Part IV. of the Principal Act providing for industrial agreements and all such agreements ceased to operate from the commencement of the Act unless an agreement existed in a trade to which no determination of a Board was applicable, in which case the agreement remained in force until its expiry or until a determination was made.

**5. New Legislation and Special Reports.**—Information concerning the main provisions of various Industrial Acts in force throughout Australia was given in earlier Reports, and brief reviews are furnished in each issue of the more important aspects of new industrial legislation having special application to the terms of awards or determinations. The year 1959 is covered in this issue.

(i) *Commonwealth.*—(a) The Conciliation and Arbitration Act 1959 (No. 40 of 1959) made provision for full benches of the Conciliation and Arbitration Commission, not constituted by the same persons, to sit in joint session at the direction of the President when he considers it desirable and has the opinion that a question is common to matters before those benches. A joint session may be held whether the benches concerned are constituted pursuant to the Conciliation and Arbitration Act or to the Public Service Act, and whether they are constituted to hear references or appeals. However, it is left to each appropriate full bench to determine any of the matters before it. The Act also provides that the President, after taking account of the views of the parties to a dispute, may appoint a member of the Commission to take evidence on behalf of the full bench of the Commission, so that the full bench may have this evidence before it when it commences its hearing. Other minor amendments related to the payment of certain expenses of court-controlled union elections and reference of part of a dispute to the full bench of the Commission.

(b) The Public Service Arbitration Act 1920–1957 was amended by Act No. 41 of 1959 (assented to on 22nd May, 1959). Under this Act, where a claim, etc., is referred to the Commonwealth Conciliation and Arbitration Commission, or an appeal is made to the Commission against a determination of the Arbitrator, the presidential members of the Commission shall be nominated by the President. The Commission may have regard to any evidence given or arguments adduced in relation to the claim, etc., prior to its hearing. Before the Commission has been constituted for the purpose of hearing and determining a claim, etc., the President may refer it for investigation and report by the Arbitrator or a presidential member of the Commission. The Act makes it clear that the Commission may have referred to it any matter in dispute and not necessarily the whole of a claim or application.

(c) On 16th September, 1959 the Commonwealth Conciliation and Arbitration Commission gave judgment on claims for the insertion of long service leave provisions in the Graphic Arts Award. The Commission regarded this as a test case and also considered, in its deliberations, whether long service leave should be included as a general provision in federal awards, other than with consent of the parties, or in circumstances deemed to be special or exceptional. In its judgment the Commission (Kirby C.J., Wright and Gallagher JJ.) pointed out that, as there was such a degree of substantial uniformity of long service leave entitlement in the various States (by law or agreement), it was not necessary or desirable in the circumstances to proceed further. The Commission did not dismiss the matter but refrained from determining the dispute so far as it concerned long service leave. If in a given set of circumstances it was of the opinion that long service leave on a national basis would be in the best interests of Australia as a whole, or for other reasons desirable, the Commission stated it would proceed to make an award on the subject.

(ii) *New South Wales*.—The Industrial Arbitration (Amendment) Act, 1959 (No. 29 of 1959) made a number of important amendments to the Industrial Arbitration Act, 1940–1958. The Act was assented to on 7th December, 1959 and came into operation on the same date.

The amending Act established the commission in court session, consisting of the President and at least two other members of the commission appointed by the President. The commission in court session is constituted to hear and determine appeals and other matters, including appeals from rulings, etc., of a member of the commission or the registrar, questions of jurisdiction, appeals regarding strikes and lockouts, appeals regarding union registration, etc. On these matters the commission in court session may make any order it thinks fit and may delegate its power to a single member of the commission.

The Act also provides that, except where otherwise provided, the jurisdiction, power and authority of the industrial commission is exercisable by a single member of the commission and the President is given authority to allocate work to individual members. The commission is charged with endeavouring to settle industrial matters by means of conciliation and to take all reasonable steps to effect an amicable settlement. Appeals to the commission shall not be by way of re-hearing but shall be determined solely on evidence placed before a conciliation commissioner or conciliation committee, unless further information or evidence has become available since the original hearing. There is no appeal from a decision of a conciliation committee or conciliation commissioner made by consent of the parties to a dispute, except by the Crown in the public interest; nor can a party apply for suspension of an order, award or decision of a conciliation committee. The commission has been given the same powers as a conciliation commissioner and can, on its own motion, amend awards or agreements to give effect to any general ruling or decision.

The work of each conciliation commissioner and each special commissioner is allocated by the senior conciliation commissioner, who is to report annually to the Minister. Conciliation commissioners can now hold office until they attain the age of 65 years instead of being appointed for seven years. A special commissioner can now determine matters in dispute where he is unable to induce the parties to come to an agreement, but such determinations, which are binding for a period not exceeding one month, are subject to appeal to the commission. A conciliation committee or conciliation commissioner may make an interim order or award, to be binding for a period not exceeding one

month, restoring or maintaining conditions prior to the dispute. There is an appeal to the commission but any subsequent order or award of the commission will not have effect until after the expiry date of the interim order.

Strikes by unions representing the majority of employees in a project, establishment or undertaking are no longer illegal, provided the following conditions have been observed:—(a) the unions have given notice in writing to the Minister of their intention to strike; (b) the strike does not start within 14 days of the date of receipt by the Minister of the above notice; and (c) the notice in writing sets out the matters in dispute, the proposed date of commencement of the strike, the action already taken to negotiate a settlement and any other prescribed particulars. The provision that a secret ballot should be taken before striking was deleted, as well as a number of penalty clauses relating to strikes. Trade unions can no longer be deregistered because of participation in strikes or for aiding other unions on strike.

In place of the provisions for absolute preference in employment of trade union members, the 1959 Act gives preference in employment to trade unionists at the time of engagement or retrenchment. The commission, conciliation committee or apprenticeship council, upon application, shall insert in awards or agreements preference for trade union members as outlined above.

Rates of wage determined in settlement of industrial disputes need no longer be the lowest or minimum rates but are to be those which seem just and reasonable in the circumstances. Where an award has existed for the period for which it is binding the commission or conciliation committee may, upon application, vary the terms of the award for any reason. A trade union may obtain cancellation of its registration and consequently cancellation of awards and agreements to which it is a party, but this does not relieve the union of any obligations under an order, award or agreement. Industrial agreements entered into by trade unions other than those registered under the Act can no longer be registered. Proceedings for breach of an order, award or agreement must be taken within twelve months of the breach. The power of the commission or conciliation committee to control certain contracts of work relating to persons other than employees has been widened. Other amendments provide for daylight training of apprentices, penalties for refusing entry or unduly obstructing a union representative who has a permit of entry and the deletion of sections of the Act relating to prices of commodities and State Labour Exchanges.

(iii) *Victoria*.—During 1959, the Labour and Industry Act 1958 was amended by the Labour and Industry (Retail Trading Hours) Act 1959 (Act No. 6514), the Labour and Industry (Motor Car Shops) Act 1959 (Act No. 6595) and the Labour and Industry (Amendment) Act 1959 (Act No. 6600). Acts No. 6514 and 6595 related solely to retail shopping hours whilst Act No. 6600 dealt with the registration of factories and other matters but none of these affected industrial matters or conditions.

(iv) *Queensland*.—No amendments were made to the Industrial Conciliation and Arbitration Acts during 1959.

(v) *South Australia*.—The Industrial Code was not amended during 1959. The Holidays Act Amendment Act (No. 21 of 1959), assented to on 26th November, 1959, provides that savings banks shall remain open until 5 p.m. on every Friday which is not a bank holiday, and that Saturdays shall be bank holidays. The amending Act was brought into operation by proclamation, to operate from 8th January, 1960, but if, subsequently, arrangements

enabling the change in trading hours cease to operate, it may be proclaimed to have no effect. Similar provisions in respect of trading banks, which had been made by the Holidays Act Amendment Act 1958, were cancelled.

(vi) *Western Australia*.—No major amendments to Acts affecting the regulation of wages or conditions of employment were made during 1959.

(vii) *Tasmania*.—The Public Service Tribunal Act (No. 78 of 1958) established a Public Service Tribunal with power to determine salaries and other conditions of employment for State Government employees, including public servants, teachers, police officers, railway employees and employees of State Government Authorities. The Act was proclaimed to operate from 1st December, 1959.

(viii) *Australian Capital Territory*.—No industrial legislation affecting only the Australian Capital Territory was passed in 1959.

## § 2. Rates of Wage and Hours of Work.

1. **General.**—The collection of data for minimum rates of wage in the many occupations in the industries carried on in each State was first undertaken by this Bureau in the early part of the year 1913. Particulars were ascertained primarily from awards, determinations and industrial agreements under Commonwealth and State Acts and related to the minimum wage prescribed. In those cases where no award, determination or agreement was in force, the ruling union or predominant rate of wage was ascertained from employers and secretaries of trade unions. This applied mainly in the earlier years; in recent years all occupations included have been covered by awards, etc. From the particulars so obtained, indexes of "nominal" (i.e., minimum) weekly wage rates were calculated. The indexes were the unweighted averages of selected occupations for the respective industries. These industry indexes were combined into an aggregate index by using industry weights as current in or about 1911.

Results were first published for 1913 in Labour Report No. 2, pages 28-43. Within a few years, the scope of these indexes was considerably extended (*see* Labour Report No. 5, pages 44-50). On the basis then adopted, weighted average minimum weekly and hourly wage rates and hours of work were published quarterly from 30th September, 1917 to 30th June, 1959, in the *Quarterly Summary of Australian Statistics*, and these were summarized annually in the Labour Report. Less detailed particulars of wage rates were also ascertained for each year back to 1891, and these were published in earlier issues of the Labour Report.

Early in 1960 these indexes were replaced by a new series constructed on the basis of data obtained from investigations which were commenced in 1954, as described in the next section hereof.

2. **New Indexes of Minimum Weekly and Hourly Wage Rates and Hours of Work.**—This section contains new indexes (with base year 1954 = 100.0) of minimum weekly and hourly rates of wage and standard hours of work for adult males and adult females for Australia and each State. In the new indexes there are 15 industrial groups for adult males and 8 industrial groups for adult females. For relevant periods the new indexes replace cognate indexes (base: year 1911 = 1,000 for males and April, 1914 = 1,000 for females) published in previous issues. Pending further investigation there is no new index for the rural group.

The overall trends of the old and new indexes (excluding rural industry) show comparatively little divergence from each other, except in the mining and building groups, for which the basis of measuring wage rates was changed in the new indexes.

The new indexes are based on the occupation structure existing in 1954. Weights for each industry and each occupation were derived from two sample surveys made in that year. The first was the Survey of Awards in April, 1954, which showed the number of employees covered by individual awards, determinations and agreements. This provided employee weights for each industry as well as a basis for the Survey of Award Occupations made in November, 1954. This second survey showed the number of employees in each occupation within selected awards, etc., in the various industries, thereby providing occupation weights.

In addition to the improved weighting, some desirable changes have been made in the industry classification used. A comparison of the industrial groups used in both the old indexes and the new is shown below. To aid comparison the sequence of industrial groups used in the old index has been rearranged, but their group numbers are shown:—

Groups in New Index.	Group No.	Groups in Old Index.
Mining and Quarrying	VIII.	Mining, Quarrying, etc.
Manufacturing—		
Engineering, Metal Works, etc.	II.	Engineering, Metal Works, etc.
Textiles, Clothing and Footwear	IV.	Clothing, Textiles, etc.
Food, Drink and Tobacco	III.	Food, Drink and Tobacco— Manufacturing and Distribu- tion
	I.	I. Wood, Furniture, Sawmills, Timber Works, etc.
Sawmilling, Furniture, etc.	V.	Books, Printing, Bookbinding, etc.
Paper, Printing, etc.	VI.	Other Manufacturing
Other Manufacturing	VII.	Building
All Manufacturing Groups	VIII.	Railway and Tramway Services
Building and Construction	X.	X. Other Transport
Railway Services	XI.	XI. Shipping, Wharf Labour, etc.
Road and Air Transport		
Shipping and Stevedoring	XIV.	Miscellaneous
Communication		
Wholesale and Retail Trade	XIII.	Domestic, Hotels, etc.
Public Administration and Professional		
Amusement, Hotels, Personal Service, etc.	All Industrial Groups (except Shipping, Wharf Labour, etc., and Pastoral, etc.)	All Industrial Groups
All Industrial Groups (except Rural and Shipping and Stevedoring)	XII.	Pastoral, Agricultural, Rural, Horticultural, etc.
All Industrial Groups (except Rural)		

As this comparison indicates, the former Group XII. for Rural Industry is not included in the new index. Further data are being sought for this industry. The group "Miscellaneous" has been dissected into two component industry groups "Wholesale and Retail Trade", and "Public Administration and Professional". A new group, "Communication", has been included, and the former Group XIII. has been extended to include Amusement, Sport and Recreation. The "Domestic" part of this group has been omitted because of coverage difficulties.

The minimum wage rates and hours of work used in the new indexes are for representative occupations within each industry. They have been derived entirely from representative awards, determinations and agreements in force at the end of each quarter, commencing with 31st March, 1939, for adult males and 31st March, 1951, for adult females. The index for adult males includes rates for 3,406 award designations. However, as some of these designations are operative within more than one industry, or in more than one State, the total number of individual award occupations is 2,314. For adult females the corresponding numbers are 1,120 and 522. By use of the industry and occupation weights derived from the surveys described above, these rates and hours were combined to give weighted averages for each industrial group for each State and for Australia as a whole.

Because the indexes are designed to measure movements in prescribed minimum rates of "wages" as distinct from "salaries", awards, etc., relating solely or mainly to salary earners are excluded.

The particulars given in this chapter show variations in minimum weekly and hourly rates of wage and standard hours of work from year to year in each State and in various industrial groups. The amounts should not be regarded as actual current averages but as indexes expressed in money and hour terms, indicative of trends. Tables showing particulars of wage rates and index numbers as at the end of each quarter from 31st March, 1939 (for adult males), and 31st March, 1951 (for adult females) to 31st December, 1959, will be found in Sections V. and VI. of the Appendix.

In Sections VII. and VIII. of the Appendix, particulars of wage rates are given for a large number of the more important occupations in each industry group, and a comparison of wage rates and hours of work for certain occupations in Australia, the United Kingdom and New Zealand will be found in Section IX.

**3. Adult Male Weekly Wage Rates.**—(i) *States.* The following table shows, for each State and Australia, the weighted average minimum weekly rates of wage payable to adult male workers for a full week's work at the dates specified. Index numbers with the weighted average for Australia for the year 1954 as base (= 100) are also shown.

## WEEKLY WAGE RATES: ADULT MALES, ALL GROUPS.(a)

Indexes of Weighted Average Minimum Weekly Rates payable for a Full Week's Work (excluding Overtime), as prescribed in Awards, Determinations and Agreements, and Index Numbers of Wage Rates.

(New Series: 1954 Base.)

Date.	N.S.W.	Vic.	Q'land.	S.A.	W.A.	Tas.	Australia.
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## RATES OF WAGE.(b)

	s. d.						
31st December, 1939	100 1	97 1	99 5	94 1	100 6	92 2	98 4
" 1945	122 6	121 1	118 1	116 0	120 4	115 7	120 7
" 1950	206 2	201 9	195 2	197 11	200 7	198 0	202 0
" 1951	250 2	240 6	229 11	236 0	241 6	238 3	242 5
" 1952	280 2	270 8	258 6	270 10	275 6	272 3	273 2
" 1953	287 4	278 7	264 8	273 6	283 8	283 4	280 2
" 1954	293 3	284 10	275 7	281 7	287 2	287 8	286 10
" 1955	305 3	295 7	283 6	285 0	300 1	293 7	297 0
" 1956	322 9	309 7	302 9	296 4	312 10	313 11	313 0
" 1957	324 6	316 0	304 4	306 11	321 7	318 6	317 5
" 1958	329 3	319 8	317 10	312 5	324 0	323 7	322 11
31st March, 1959	330 6	320 2	321 1	312 8	324 0	324 7	324 1
30th June, 1959	338 2	330 7	326 10	327 11	327 2	333 3	332 8
30th September, 1959	338 10	334 1	327 6	328 0	330 3	336 10	334 4
31st December, 1959	350 1	344 0	334 4	339 10	340 9	347 0	344 7

## INDEX NUMBERS.

(Base: Weighted Average Weekly Wage Rate, Australia, 1954 = 100.)

	35.4	34.4	35.2	33.3	35.6	32.6	34.8
31st December, 1939	35.4	34.4	35.2	33.3	35.6	32.6	34.8
" 1945	43.4	42.9	41.8	41.1	42.6	40.9	42.7
" 1950	73.0	71.4	69.1	70.1	71.0	70.1	71.5
" 1951	88.6	85.2	81.4	83.6	85.5	84.4	85.8
" 1952	99.2	95.8	91.5	95.9	97.5	96.4	96.7
" 1953	101.7	98.6	93.7	96.8	100.4	100.3	99.2
" 1954	103.8	100.9	97.6	99.7	101.7	101.9	101.6
" 1955	108.1	104.7	100.4	100.9	106.3	104.0	105.2
" 1956	114.3	109.6	107.2	104.9	110.8	111.2	110.8
" 1957	114.9	111.9	107.8	108.7	113.9	112.8	112.4
" 1958	116.6	113.2	112.5	110.6	114.7	114.6	114.3
31st March, 1959	117.0	113.4	113.7	110.7	114.7	114.9	114.8
30th June, 1959	119.7	117.1	115.7	116.1	115.8	118.0	117.8
30th September, 1959	120.0	118.3	116.0	116.1	116.9	119.3	118.4
31st December, 1959	124.0	121.8	118.4	120.3	120.7	122.9	122.0

(a) Excludes rural. (b) The amounts shown should not be regarded as actual current averages, but as indexes expressed in money terms, indicative of trends.

(ii) *Industrial Groups, Australia.*—The following table shows for Australia weighted average minimum weekly rates of wage for each industrial group, for all manufacturing groups and for all groups combined, except rural. Corresponding index numbers are also given with the weighted average for all groups for the year 1954 as base (= 100).

## WEEKLY WAGE RATES: ADULT MALES, INDUSTRIAL GROUPS, AUSTRALIA.(a)

Indexes of Weighted Average Minimum Weekly Rates payable for a Full Week's Work (excluding Overtime), as prescribed in Awards, Determinations and Agreements, and Index Numbers of Wage Rates.

(New Series: 1954 Base.)

Industrial Group.	At 31st December—							
	1939.	1945.	1950.	1955.	1956.	1957.	1958.	1959.

## RATES OF WAGE.(b)

	s.	d.										
	109	11	138	8	259	7	366	10	384	7	375	8
Mining and Quarrying(c)												
Engineering, Metal Works, etc...	99	10	122	2	201	8	294	9	309	3	315	0
Textiles, Clothing and Footwear .....	93	1	115	10	197	5	285	0	296	7	306	0
Food, Drink and Tobacco	99	1	119	11	201	5	295	9	312	3	316	4
Sawmilling, Furniture, etc.	97	6	117	11	196	0	288	10	301	11	307	7
Paper, Printing, etc. ..	104	7	127	8	214	3	312	6	327	2	333	11
Other Manufacturing ..	96	5	118	7	197	7	291	4	307	6	311	6
All Manufacturing Groups	98	8	120	8	200	10	294	1	308	10	314	5
Building and Construction	99	3	119	8	198	7	295	6	312	3	316	6
Railway Services .....	94	6	117	9	195	10	290	11	310	4	311	2
Road and Air Transport	99	1	121	7	197	11	294	3	310	11	314	2
Shipping and Stevedoring(a) .....	91	0	117	7	196	7	276	11	300	10	309	4
Communication .....	97	10	123	9	213	4	316	6	325	8	336	0
Wholesale and Retail Trade .....	98	6	119	5	200	10	297	9	315	5	318	9
Public Administration and Professional .....	91	11	113	9	192	1	289	10	305	4	309	4
Amusement, Hotels, Per- sonal Service, etc. .....	94	1	115	3	192	4	283	7	297	11	303	8
All Industrial Groups(a)	98	4	120	7	202	0	297	0	313	0	317	5

## INDEX NUMBERS.

(Base: Weighted Average Weekly Wage Rate, Australia, 1954 = 100.)

Mining and Quarrying(c)	38.9	49.1	91.9	129.9	136.2	133.0	133.2	144.1
Engineering, Metal Works, etc...	35.3	43.3	71.4	104.4	109.5	111.5	113.4	122.1
Textiles, Clothing and Footwear .....	33.0	41.0	69.9	100.9	105.0	108.3	110.1	117.4
Food, Drink and Tobacco	35.1	42.5	71.3	104.7	110.6	112.0	114.2	120.2
Sawmilling, Furniture, etc.	34.5	41.8	69.4	102.3	106.9	108.9	111.5	118.6
Paper, Printing, etc. ..	37.0	45.2	75.9	110.7	115.8	118.2	121.5	129.2
Other Manufacturing ..	34.1	42.0	70.0	103.2	108.9	110.3	112.1	118.7
All Manufacturing Groups	34.9	42.7	71.1	104.1	109.4	111.3	113.3	121.0
Building and Construction	35.1	42.4	70.3	104.6	110.6	112.1	114.3	121.7
Railway Services .....	33.5	41.7	69.3	103.0	109.9	110.2	112.1	119.2
Road and Air Transport..	35.1	43.0	70.1	104.2	110.1	111.2	113.1	120.6
Shipping and Stevedor- ing(d) .....	32.2	41.6	69.6	98.1	106.5	109.5	111.4	119.8
Communication .....	34.6	43.8	75.5	112.1	115.3	119.0	120.7	135.8
Wholesale and Retail Trade .....	34.9	42.3	71.1	105.4	111.7	112.9	115.0	120.8
Public Administration and Professional .....	32.5	40.3	68.0	102.6	108.1	109.5	111.7	118.4
Amusement, Hotels, Per- sonal Service, etc. .....	33.3	40.8	68.1	100.4	105.5	107.5	109.3	116.1
All Industrial Groups(a)	34.8	42.7	71.5	105.2	110.8	112.4	114.3	122.0

(a) Excludes rural. (b) See note (b) to previous table. (c) For mining, the average rates of wage are those prevailing at the principal mining centres in each State. (d) Average rates of wage are for occupations other than masters, officers and engineers in the Merchant Marine Service, and include the value of keep, where supplied.

**4. Adult Female Weekly Wage Rates.**—(i) *States.* The following table shows the weighted average minimum weekly rates of wage payable to adult female workers for a full week's work in each State and Australia at the dates specified. Index numbers with the weighted average for Australia for the year 1954 as base (=100) are also shown.

#### WEEKLY WAGE RATES : ADULT FEMALES.

*Indexes of Weighted Average Minimum Weekly Rates payable for a Full Week's Work (excluding Overtime), as prescribed in Awards, Determinations and Agreements, and Index Numbers of Wage Rates.*

(New Series: 1954 Base.)

Date.	N.S.W.	Vic.	Qld.	S.A.	W.A.	Tas.	Aust.
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#### RATES OF WAGE.(a)

	s.	d.										
31st December, 1951	172	4	172	2	161	2	170	3	162	6	165	7
" " 1952	195	2	195	9	183	5	196	9	184	11	189	2
" " 1953	200	6	201	4	188	2	199	1	190	2	197	2
" " 1954	201	3	200	9	190	5	199	11	190	5	197	7
" " 1955	209	8	210	5	194	3	201	9	197	9	200	0
" " 1956	221	5	220	3	202	11	209	3	206	3	215	3
" " 1957	223	8	225	0	206	1	219	6	212	5	219	0
" " 1958	229	0	227	6	215	3	223	9	214	1	221	3
31st March, 1959	238	4	227	7	217	5	223	10	214	1	221	3
30th June, 1959	244	7	234	5	224	3	234	11	217	5	227	0
30th September, 1959	245	1	238	1	224	9	235	0	220	5	231	3
31st December, 1959	249	3	241	3	229	8	239	1	224	0	234	1

#### INDEX NUMBERS.

(Base: Weighted Average Weekly Wage Rate, Australia, 1954 = 100.)

	86.6	86.5	81.0	85.5	81.6	83.2	85.6
31st December, 1951	86.6	86.5	81.0	85.5	81.6	83.2	85.6
" " 1952	98.0	98.3	92.1	98.8	92.9	95.0	97.2
" " 1953	100.7	101.1	94.5	100.0	95.5	99.0	99.8
" " 1954	101.1	100.8	95.6	100.4	95.6	99.2	100.0
" " 1955	105.3	105.7	97.6	101.3	99.3	100.5	103.9
" " 1956	111.2	110.6	101.9	105.1	103.6	108.1	109.1
" " 1957	112.4	113.0	103.5	110.3	106.7	110.0	111.1
" " 1958	115.0	114.3	108.1	112.4	107.5	111.1	113.4
31st March, 1959	119.7	114.3	109.2	112.4	107.5	111.1	115.5
30th June, 1959	122.9	117.8	112.6	118.0	109.2	114.0	118.8
30th September, 1959	123.1	119.6	112.9	118.0	110.7	116.2	119.7
31st December, 1959	125.2	121.2	115.4	120.1	112.5	117.6	121.6

(a) See note (b) to table on page 25.

(ii) *Industrial Groups, Australia.* The following table shows for Australia weighted average minimum weekly rates of wage for each of the industrial groups in which the number of females is significant, for all manufacturing groups and for all groups combined, at the dates specified. Corresponding index numbers are also given with the weighted average for all groups for the year 1954 as base (= 100).

## WEEKLY WAGE RATES : ADULT FEMALES, INDUSTRIAL GROUPS, AUSTRALIA.

*Indexes of Weighted Average Minimum Weekly Rates payable for a full Week's Work (excluding Overtime), as prescribed in Awards, Determinations and Agreements, and Index Numbers of Wage Rates.*

(New Series: 1954 Base.)

Industrial Group.	At 31st December—					
	1951.	1955.	1956.	1957.	1958.	1959.

## RATES OF WAGE.(a)

	s.	d.										
Engineering, Metal Works, etc. . .	170	11	206	6	216	11	220	9	225	4	241	4
Textiles, Clothing and Footwear . . .	171	2	200	11	208	11	217	4	221	0	237	3
Food, Drink and Tobacco . . .	165	9	206	10	213	8	215	11	220	2	235	11
Other Manufacturing . . .	168	9	203	7	214	7	217	8	222	5	238	5
All Manufacturing Groups . . .	169	11	203	4	212	2	217	10	222	0	238	1
Transport and Communication . . .	177	6	213	10	223	8	228	3	232	3	254	9
Wholesale and Retail Trade . . .	171	1	213	0	225	6	227	2	232	2	248	0
Public Administration and Professional . . .	170	1	209	8	222	0	224	7	228	0	245	4
Amusement, Hotels, Personal Service, etc. . .	166	9	201	8	212	2	215	7	220	11	236	8
All Industrial Groups . . .	170	4	206	11	217	3	221	3	225	8	242	2

## INDEX NUMBERS.

(Base: Weighted Average Weekly Wage Rate, Australia, 1954 = 100.)

	s.	d.	s.	d.	s.	d.	s.	d.	s.	d.	s.	d.
Engineering, Metal Works, etc. . .	85.9		103.7		109.0		110.9		113.2		121.2	
Textiles, Clothing and Footwear . . .	86.0		100.9		104.9		109.2		111.0		119.2	
Food, Drink and Tobacco . . .	83.3		103.9		107.3		108.5		110.6		118.5	
Other Manufacturing . . .	84.8		102.3		107.8		109.3		111.7		119.8	
All Manufacturing Groups . . .	85.4		102.1		106.6		109.4		111.5		119.6	
Transport and Communication . . .	89.2		107.4		112.4		114.7		116.7		128.0	
Wholesale and Retail Trade . . .	85.9		107.0		113.3		114.1		116.6		124.6	
Public Administration and Professional . . .	85.4		105.3		111.5		112.8		114.5		123.2	
Amusement, Hotels, Personal Service, etc. . .	83.8		101.3		106.6		108.3		111.0		118.9	
All Industrial Groups . . .	85.6		103.9		109.1		111.1		113.4		121.6	

(a) See note (b) to table on page 25.

5. Weekly and Hourly Rates of Wage, and Weekly Hours of Work, 31st December, 1959.—(i) General. The rates of wage referred to in the preceding paragraphs are the minimum rates payable for a full week's work (excluding overtime). However, the number of hours constituting a full week's work differs, in some instances, between various occupations in each State, and between the same occupations in the several States. To secure what may be for some purposes a better comparison, the results in the preceding paragraphs are reduced to a common basis, namely, the rate of wage per hour in industrial groups in each State and in all States. In the Appendix (Sections VII. and VIII.), details are given of the number of hours worked per week in a large number of occupations. The following tables include the average number of hours per week in industrial groups for each State.

The tables show weighted average weekly and hourly wage rates and weighted average standard weekly hours of work for adult male and female workers in each State. Rural industry is not included in the new index, and for hourly rates of wage and hours of work the Shipping and Stevedoring group has been excluded because of the difficulty of obtaining definite particulars for some of the occupations.

(ii) Adult Males.—The following table shows the weighted average minimum weekly and hourly rates of wage payable to adult male workers and the weekly hours of work at 31st December, 1959.

**WEEKLY AND HOURLY RATES OF WAGE AND WEEKLY HOURS OF WORK:  
ADULT MALES, INDUSTRIAL GROUPS, 31ST DECEMBER, 1959.(a)**

*Indexes of Weighted Average Minimum Weekly Rates payable for a Full Week's Work, (excluding Overtime) and Weekly Hours of Work, as prescribed in Awards, Determinations and Agreements, and Indexes of Hourly Rates.*

(New Series: 1954 Base.)

Industrial Group.	N.S.W.	Vic.	Qld.	S.A.	W.A.	Tas.	Aust.							
<b>WEEKLY RATES OF WAGE.</b>														
	<i>s.</i>	<i>d.</i>												
Mining and Quarrying (b)	437	5	347	7	396	7	333	8	367	1	364	6	407	1
Engineering, Metal Works, etc.	344	11	344	8	340	5	345	4	346	4	353	3	344	9
Textiles, Clothing and Footwear	334	3	330	11	331	0	322	11	332	0	324	11	331	7
Food, Drink and Tobacco	336	4	349	5	329	6	334	8	339	10	342	4	339	6
Sawmilling, Furniture, etc.	346	2	335	11	313	11	340	3	329	4	340	6	335	0
Paper, Printing, etc.	365	6	367	6	361	5	358	8	379	5	352	10	365	0
Other Manufacturing	338	5	335	0	321	8	335	8	328	0	339	8	335	2
All Manufacturing Groups	343	5	342	6	332	0	341	10	339	8	346	1	341	8
Building and Construction	349	1	356	0	317	9	338	2	340	8	345	3	343	7
Railway Services	347	0	325	9	337	5	329	10	330	7	346	0	336	9
Road and Air Transport	352	9	339	11	312	1	331	3	336	0	342	10	340	6
Shipping and Stevedoring (c)	339	1	340	1	334	10	339	9	335	8	338	9	338	5
Communication	386	5	382	11	381	2	380	7	381	8	377	3	383	7
Wholesale and Retail Trade	343	0	343	6	336	3	337	4	336	7	343	9	341	2
Public Administration and Professional	340	5	334	11	326	10	326	0	327	11	355	11	334	5
Amusement, Hotels, Personal Service, etc.	336	8	322	6	316	2	319	5	325	7	333	1	327	10
All Industrial Groups (d)	350	1	344	0	334	4	339	10	340	9	347	0	344	7

**HOURLY RATES OF WAGE (PENCE).**

Mining and Quarrying (b)	133.16	104.27	118.97	100.83	113.59	109.35	123.64
Engineering, Metal Works, etc.	103.48	103.40	102.13	103.60	103.90	105.98	103.43
Textiles, Clothing and Footwear	100.28	99.28	99.30	96.88	99.60	97.48	99.47
Food, Drink and Tobacco	101.05	104.83	98.85	100.40	101.95	102.70	101.90
Sawmilling, Furniture, etc.	103.85	100.78	94.18	102.08	98.80	102.15	100.50
Paper, Printing, etc.	109.65	110.42	108.43	107.60	116.12	105.85	109.64
Other Manufacturing	101.53	100.60	96.50	100.95	98.15	101.98	100.60
All Manufacturing Groups	103.05	102.78	99.60	102.60	101.92	103.82	102.53
Building and Construction	104.72	106.80	95.33	101.45	102.20	103.58	103.07
Railway Services	104.10	97.82	101.23	98.95	99.17	103.80	101.05
Road and Air Transport	105.83	101.98	93.62	99.38	100.80	102.85	102.15
Communication	115.93	114.88	114.35	115.36	114.50	114.35	115.22
Wholesale and Retail Trade	102.90	103.05	100.88	101.20	100.97	103.13	102.35
Public Administration and Professional	104.13	103.24	99.24	99.72	99.42	108.10	102.24
Amusement, Hotels, Personal Service, etc.	101.00	96.75	94.85	95.83	97.67	100.20	98.35
All Industrial Groups (e)	105.23	103.30	100.35	102.05	102.56	104.33	103.53

**WEEKLY HOURS OF WORK.**

Mining and Quarrying (b)	39.42	40.00	40.00	39.71	38.78	40.00	39.51
Food, Drink and Tobacco	39.94	40.00	40.00	40.00	40.00	40.00	39.98
Paper, Printing, etc.	40.00	39.94	40.00	40.00	39.21	40.00	39.95
Other Manufacturing	40.00	39.96	40.00	39.90	40.10	39.97	39.98
All Manufacturing Groups	39.99	39.99	40.00	39.98	39.98	40.00	39.99
Railway Services	40.00	39.96	40.00	40.00	40.00	40.00	39.99
Communication	40.00	40.00	40.00	39.59	40.00	40.00	39.97
Public Administration and Professional	39.23	38.93	39.52	39.23	39.58	39.51	39.25
Amusement, Hotels, Personal Service, etc.	40.00	40.00	40.00	40.00	40.00	39.89	40.00
All Other Groups(f)	40.00	40.00	40.00	40.00	40.00	40.00	40.00
All Industrial Groups (e)	39.95	39.97	39.98	39.96	39.89	39.97	39.96

(a) The amounts shown should not be regarded as actual current averages, but as indexes expressed in money and hour terms, indicative of trends. (b) For mining, the average rates of wage and hours are those prevailing at the principal mining centres in each State. (c) Average rates of wage are for occupations other than masters, officers and engineers in the Merchant Marine Service, and include value of keep, where supplied. (d) Excludes Rural. (e) Excludes Rural and Shipping and Stevedoring. The former is not included in the Minimum Wage Rate Index and for the latter definite particulars for the computation of average hours of work and hourly rates of wage are not available. (f) Engineering, Metal Works, etc.; Textiles, Clothing and Footwear; Sawmilling, Furniture, etc.; Building and Construction; Road and Air Transport; and Wholesale and Retail Trade.

(iii) *Adult Females*.—The following table shows the weighted average minimum weekly and hourly rates of wage payable to adult female workers and the weekly hours of work at 31st December, 1959.

**WEEKLY AND HOURLY RATES OF WAGE AND WEEKLY HOURS OF WORK:  
ADULT FEMALES, INDUSTRIAL GROUPS, 31ST DECEMBER, 1959.(a)**

*Indexes of Weighted Average Minimum Weekly Rates payable for a Full Week's Work, (excluding Overtime) and Weekly Hours of Work, as prescribed in Awards, Determinations and Agreements, and Indexes of Hourly Rates.*

(New Series: 1954 Base.)

Industrial Group.	N.S.W.	Vic.	Qld.	S.A.	W.A.	Tas.	Aust.
<b>WEEKLY RATES OF WAGE.</b>							
Engineering, Metal Works, etc. . .	246 8	240 3	222 0	234 4	216 6	235 3	241 4
Textiles, Clothing and Footwear . . .	239 3	235 11	236 10	238 2	235 10	229 3	237 3
Food, Drink and Tobacco . . .	245 1	235 6	223 5	233 6	201 6	233 10	235 11
Other Manufacturing . . .	242 10	238 4	224 3	234 2	214 10	233 4	238 5
All Manufacturing Groups . . .	242 4	236 11	229 7	235 2	221 1	231 11	238 1
Transport and Communication . . .	261 4	253 1	248 6	251 2	238 8	254 8	254 9
Wholesale and Retail Trade . . .	260 5	249 3	230 3	244 11	219 11	228 8	248 0
Public Administration and Professional . . .	253 4	249 2	231 1	240 2	214 11	257 3	245 4
Amusement, Hotels, Personal Service, etc. . . .	244 5	234 7	215 3	227 4	242 1	234 6	236 8
All Industrial Groups . . . .	249 3	241 3	229 8	239 1	224 0	234 1	242 2

**HOURLY RATES OF WAGE (PENCE).**

Engineering, Metal Works, etc. . .	74.06	72.31	66.60	70.30	64.95	70.58	72.51
Textiles, Clothing and Footwear . . .	71.86	70.78	71.05	71.45	70.75	68.78	71.21
Food, Drink and Tobacco . . .	73.52	70.65	67.03	70.05	60.45	70.15	70.78
Other Manufacturing . . .	73.23	71.61	67.28	70.50	64.45	70.00	71.76
All Manufacturing Groups . . .	72.84	71.13	68.87	70.60	66.32	69.58	71.51
Transport and Communication . . .	82.44	80.05	78.87	79.65	75.61	84.19	80.64
Wholesale and Retail Trade . . .	79.01	74.78	69.08	73.48	65.98	68.60	74.74
Public Administration and Professional . . .	78.98	76.18	70.67	73.54	65.39	81.88	75.62
Amusement, Hotels, Personal Service, etc. . . .	74.44	70.48	64.72	68.46	72.77	71.35	71.61
All Industrial Groups . . . .	75.66	72.72	69.42	72.14	67.57	71.01	73.26

**WEEKLY HOURS OF WORK.**

Engineering, Metal Works, etc. . .	39.97	39.87	40.00	40.00	40.00	40.00	39.94
Textiles, Clothing and Footwear . . .	39.95	40.00	40.00	40.00	40.00	40.00	39.98
Food, Drink and Tobacco . . .	40.00	40.00	40.00	40.00	40.00	40.00	40.00
Other Manufacturing . . .	39.79	39.94	40.00	39.86	40.00	40.00	39.87
All Manufacturing Groups . . .	39.92	39.97	40.00	39.97	40.00	40.00	39.95
Transport and Communication . . .	38.04	37.94	37.81	37.84	37.88	36.30	37.91
Wholesale and Retail Trade . . .	39.55	40.00	40.00	40.00	40.00	40.00	39.82
Public Administration and Professional . . .	38.49	39.25	39.24	39.19	39.44	37.70	38.93
Amusement, Hotels, Personal Service, etc. . . .	39.40	39.94	39.91	39.85	39.92	39.44	39.66
All Industrial Groups . . . .	39.53	39.81	39.70	39.77	39.78	39.56	39.67

(a) See note (a) to previous table.

**6. Hourly Wage Rates.**—The following table shows the weighted average minimum hourly rates of wage payable to adult male and adult female workers in each State and Australia at the dates specified. Index numbers are also given for each State with the weighted average for Australia for the year 1954 as base (= 100).

## HOURLY WAGE RATES : ALL GROUPS.(a)

Weighted Average Minimum Hourly Rates Payable and Index Numbers of Hourly Rates.  
(New Series: 1954 Base.)

At 31st December—	New South Wales.	Victoria.	Queens-land.	South Australia.	Western Australia.	Tasmania.	Australia.	
ADULT MALES—RATES OF WAGE.(b) (Pence.)								
1939	..	27.48	26.44	27.49	25.45	27.15	25.14	26.91
1945	..	33.64	33.05	32.63	31.72	32.83	31.71	33.05
1950	..	61.96	60.58	58.60	59.44	60.35	59.42	60.70
1955	..	91.89	88.87	85.22	85.68	90.50	88.45	89.36
1956	..	97.07	92.99	90.95	88.99	94.23	94.45	94.09
1957	..	97.57	94.90	91.32	92.17	96.87	95.75	95.37
1958	..	99.00	96.02	95.45	93.79	97.57	97.25	97.05
1959	..	105.23	103.30	100.35	102.05	102.56	104.33	103.53

## ADULT MALES—INDEX NUMBERS.

(Base: Weighted Average Hourly Wage Rate, Australia, 1954 = 100.)

1939	..	32.4	31.1	32.4	30.0	32.0	29.6	31.7
1945	..	39.6	38.9	38.4	37.4	38.7	37.3	38.9
1950	..	73.0	71.4	69.0	70.0	71.1	70.0	71.5
1955	..	108.2	104.7	100.4	100.9	106.6	104.2	105.3
1956	..	114.3	109.5	107.1	104.8	111.0	111.2	110.8
1957	..	114.9	111.8	107.6	108.6	114.1	112.8	112.3
1958	..	116.6	113.1	112.4	110.5	114.9	114.5	114.3
1959	..	123.9	121.7	118.2	120.2	120.8	122.9	121.9

## ADULT FEMALES—RATES OF WAGE.(b)

(Pence.)

1951	..	52.30	51.90	48.72	51.37	49.02	50.23	51.51
1955	..	63.65	63.43	58.72	60.88	59.65	60.67	62.59
1956	..	67.22	66.39	61.34	63.14	62.22	65.29	65.72
1957	..	67.90	67.82	62.29	66.23	64.08	66.43	66.93
1958	..	69.52	68.58	65.06	67.51	64.58	67.11	68.26
1959	..	75.66	72.72	69.42	72.14	67.57	71.01	73.26

## ADULT FEMALES—INDEX NUMBERS.

(Base: Weighted Average Hourly Wage Rate, Australia, 1954 = 100.)

1951	..	86.9	86.2	80.9	85.3	81.4	83.4	85.6
1955	..	105.7	105.3	97.5	101.1	99.1	100.8	104.0
1956	..	111.6	110.3	101.9	104.9	103.3	108.4	109.2
1957	..	112.8	112.6	103.5	110.0	106.4	110.3	111.2
1958	..	115.5	113.9	108.1	112.1	107.3	111.5	113.4
1959	..	125.7	120.8	115.3	119.8	112.2	117.9	121.7

(a) All industrial groups except Rural and Shipping and Stevedoring. The former is not included in the Minimum Wage Rate Index and for the latter definite particulars for the computation of hourly wage rates are not available.

(b) See note (b) to table on page 25.

**7. Standard Weekly Hours of Work.**—The following table shows, for each State and Australia, the weighted average standard hours (excluding overtime) in a full working week for adult males during the period 31st March, 1939, to 31st December, 1959, and for adult females during the period 31st March, 1951, to 31st December, 1959. Index numbers are given for each State with the weighted average hours of work for Australia for the year 1954 as base (= 100).

Dates have been selected so as to show when the more important changes occurred. Except for males in Tasmania, there has been no change in weighted average standard hours of work since 30th September, 1953.

WEEKLY HOURS OF WORK (EXCLUDING OVERTIME).<sup>(a)</sup>

Weighted Average Standard Hours of Work (excluding Overtime) for a Full Working Week and Index Numbers of Hours of Work.

(New Series: 1954 Base.)

Date.	New South Wales.	Victoria.	Queens-land.	South Australia.	Western Australia.	Tasmania.	Australia.
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ADULT MALES—HOURS OF WORK.<sup>(b)</sup>

31st March, 1939 ..	43.81	44.46	43.55	44.62	44.57	44.32	44.10
30th September, 1941	43.76	44.02	43.51	43.92	44.12	43.95	43.85
30th September, 1947	41.83	43.82	43.48	43.83	43.95	43.73	43.00
31st March, 1948 ..	40.02	40.03	40.01	40.11	40.06	40.22	40.04
30th September, 1953	39.95	39.97	39.98	39.96	39.89	39.99	39.96
31st December, 1959	39.95	39.97	39.98	39.96	39.89	39.97	39.96

## ADULT MALES—INDEX NUMBERS.

(Base: Weighted Average Hours of Work, Australia, 1954 = 100.)

31st March, 1939 ..	109.6	111.3	109.0	111.7	111.5	110.9	110.4
30th September, 1941	109.5	110.2	108.9	109.9	110.4	110.0	109.7
30th September, 1947	104.7	109.7	108.8	109.7	110.0	109.4	107.6
31st March, 1948 ..	100.2	100.2	100.1	100.4	100.3	100.7	100.2
30th September, 1953	100.0	100.0	100.0	100.0	99.8	100.1	100.0
31st December, 1959	100.0	100.0	100.0	100.0	99.8	100.0	100.0

ADULT FEMALES—HOURS OF WORK.<sup>(b)</sup>

31st March, 1951 ..	39.54	39.81	39.70	39.77	39.87	39.56	39.68
30th June, 1953 ..	39.53	39.81	39.70	39.77	39.78	39.56	39.67
31st December, 1959	39.53	39.81	39.70	39.77	39.78	39.56	39.67

## ADULT FEMALES—INDEX NUMBERS.

(Base: Weighted Average Hours of Work, Australia, 1954 = 100.)

31st March, 1951 ..	99.7	100.4	100.1	100.3	100.5	97.7	100.0
30th June, 1953 ..	99.6	100.4	100.1	100.3	100.3	99.7	100.0
31st December, 1959	99.6	100.4	100.1	100.3	100.3	99.7	100.0

(a) Weighted average standard weekly hours of work for all industrial groups except Rural and Shipping and Stevedoring. The former is not included in the Minimum Wage Rate Index and for the latter definite particulars are not available. (b) The figures shown should not be regarded as actual current averages, but as an index expressed in hours, indicative of trends.

8. "Real" Wage Rates.—Pending further investigation, the particulars of "real" wage rates, previously published, have been omitted from this issue.

## § 3. Average Weekly Wage Earnings.

1. Average Weekly Total Wages Paid and Average Earnings, All Industries.—The following figures are derived from employment and wages recorded on Pay-roll Tax returns (which cover approximately 75 per cent. of the estimated number of civilian wage and salary earners in employment), from other direct collections and from estimates of the unrecorded balance. Pay of members of the Defence Forces is not included. The figures are not seasonally adjusted, but a seasonally adjusted quarterly index of average weekly wage earnings is shown in para. 2 below. Corresponding figures for each quarter are published in the *Monthly Review of Business Statistics* and the *Monthly Bulletin of Employment Statistics*.

## AVERAGE WEEKLY TOTAL WAGES PAID AND AVERAGE EARNINGS.(a)

Period.		N.S.W. (b)	Vic.	Q'land.	S. Aust. (c)	W. Aust.	Tas.	Aust.
AVERAGE WEEKLY TOTAL WAGES PAID. (£'000.)								
1948-49	..	8,279	5,710	2,523	1,654	1,168	571	19,905
1949-50	..	9,250	6,600	2,904	1,922	1,383	678	22,737
1950-51	..	11,759	8,223	3,588	2,416	1,728	826	28,540
1951-52	..	14,778	10,171	4,391	3,051	2,231	1,075	35,697
1952-53	..	15,422	10,816	4,868	3,357	2,492	1,199	38,154
1953-54	..	16,480	11,767	5,227	3,615	2,754	1,305	41,148
1954-55	..	17,970	12,901	5,601	3,940	2,928	1,399	44,739
1955-56	..	19,764	14,144	6,033	4,330	3,104	1,521	48,896
1956-57	..	20,943	14,925	6,457	4,507	3,177	1,635	51,644
1957-58	..	21,664	15,510	6,585	4,635	3,284	1,671	53,349
1958-59	..	22,414	16,240	6,970	4,823	3,347	1,725	55,519
1958-59—								
September	Quarter	22,129	15,827	6,983	4,777	3,392	1,648	54,756
December	„	23,601	16,970	7,387	4,984	3,494	1,798	58,234
March	„	21,185	15,377	6,501	4,599	3,122	1,666	52,450
June	„	22,740	16,787	7,010	4,930	3,381	1,790	56,638
1959-60—								
September	„	23,555	17,389	7,438	5,248	3,533	1,768	58,931
December	„	25,476	18,451	7,625	5,423	3,688	1,887	62,550

AVERAGE WEEKLY EARNINGS PER EMPLOYED MALE UNIT.(d)  
(£.)

1948-49	..	9.04	9.12	8.08	8.35	8.14	7.83	8.77
1949-50	..	9.89	10.08	8.91	9.23	9.08	8.96	9.66
1950-51	..	11.92	12.05	10.47	11.03	10.67	10.56	11.55
1951-52	..	14.74	14.48	12.60	13.63	13.32	13.29	14.13
1952-53	..	15.96	15.71	14.17	15.17	14.69	14.80	15.45
1953-54	..	16.69	16.64	14.98	15.87	15.59	15.78	16.26
1954-55	..	17.64	17.59	15.58	16.83	16.11	16.54	17.13
1955-56	..	18.92	18.78	16.49	17.88	16.92	17.75	18.28
1956-57	..	19.89	19.70	17.50	18.28	17.48	18.79	19.16
1957-58	..	20.44	20.22	17.94	18.68	18.05	18.95	19.67
1958-59	..	21.04	20.69	18.63	19.10	18.19	19.33	20.19
1958-59—								
September	Quarter	20.83	20.52	18.53	19.17	18.50	18.61	20.05
December	„	22.11	21.85	19.72	19.89	18.97	20.22	21.23
March	„	19.88	19.44	17.50	18.14	16.95	18.53	19.03
June	„	21.32	20.97	18.78	19.20	18.33	19.96	20.44
1959-60—								
September	„	21.98	21.60	19.78	20.31	19.14	19.84	21.16
December	„	23.47	22.68	20.48	20.82	19.87	20.91	22.28

(a) Includes, in addition to wages at award rates, earnings of salaried employees, overtime earnings, over-award and bonus payments, etc. (b) Includes the Australian Capital Territory. (c) Includes the Northern Territory. (d) Total wages and salaries, etc., divided by total civilian employment expressed in male units. Male units represent total male employment plus a proportion of female employment based on the approximate ratio of female to male earnings. The same ratio has been used in each State, and because the average ratio of female to male earnings may vary between States, precise comparisons between average earnings in different States cannot be made on the basis of the figures above.

NOTE.—Comparisons as to trend should be made for complete years or corresponding periods of incomplete years. Quarterly totals and averages are affected by seasonal influences.

**2. Average Weekly Wage Earnings Index Numbers.**—The following table shows, for "All Industries" and for "Manufacturing", the movement in average weekly wage earnings from 1947-48 to the December Quarter, 1959. The "All Industries" index is based on Pay-roll Tax returns and other data. The index for manufacturing industries for the years 1947-48 to 1959-60 is based on the average earnings of male wage and salary earners employed in factories as disclosed by annual factory returns.

The index numbers show for "All Industries" and "Manufacturing" the movement in average earnings over a period of time. However, they do not give, at any point of time, a comparison of actual earnings in the two groups. The base of each series is the year 1953-54 = 100 and both series have been seasonally adjusted. The series shown herein, with base 1953-54 = 100, replace the series with base 1945-46 = 1,000, published in previous issues.

**AVERAGE WEEKLY WAGE EARNINGS(a) INDEX NUMBERS: AUSTRALIA.**

NEW SERIES (SEASONALLY ADJUSTED).

(Base of each Series: 1953-54 = 100.)

Year.	All Industries.(b)	Manufacturing.	Quarter.	All Industries.(b)	Manufacturing.
1947-48 .. ..	47.5	48.0	1957-58—Sept. Qtr. ..	120.2	119.8
1948-49 .. ..	53.9	54.3	Dec. ..	121.5	122.1
1949-50 .. ..	59.3	60.0	March ..	121.3	122.3
1950-51 .. ..	71.1	72.0	June ..	122.3	123.6
1951-52 .. ..	87.1	88.4			
1952-53 .. ..	95.2	95.4	1958-59—Sept. ..	123.6	124.2
			Dec. ..	124.5	126.0
1953-54 .. ..	100.0	100.0	March ..	124.3	125.4
1954-55 .. ..	105.4	106.9	June ..	125.5	126.8
1955-56 .. ..	112.2	113.8			
1956-57 .. ..	118.2	118.3	1959-60—Sept. ..	129.7	131.8
1957-58 .. ..	121.3	122.0	Dec. ..	130.5	132.7
1958-59 .. ..	124.5	125.6			

(a) Includes, in addition to wages at award rates, earnings of salaried employees, overtime earnings over-award and bonus payments, etc. (b) Average earnings per male unit employed. Male units represent total male employment plus a proportion of female employment based on the approximate ratio of female to male earnings.

**§ 4. Standard Hours of Work.**

**1. General.**—In the fixation of weekly wage rates most industrial tribunals prescribe the number of hours constituting a full week's work for the wage rates specified. The hours of work so prescribed form the basis of the compilation of the weighted averages and index numbers on pages 31 and 32.

The main features of the reduction of hours from 48 to 40 per week are summarized below. In considering such changes it must be remembered that even within individual States the authority to alter conditions of work is divided between Commonwealth and State industrial tribunals and the various legislatures, and that the State legislation usually does not apply to employees covered by awards of the Commonwealth Conciliation and Arbitration Commission. However, it may do so in respect of matters not treated in Commonwealth awards.

**2 The 44-hour Week.**—No permanent reduction to a 44-hour week was effected until 1925, although temporary reductions had been achieved earlier. In 1920 the New South Wales legislature granted a 44-hour week to most industries, but in the following year this provision was withdrawn. Also in 1920 the President of the Commonwealth Court of Conciliation and Arbitration (Higgins J.), after inquiry, granted a 44-hour week to the Timber Workers' Union, and in the following year extended the same privilege to the Amalgamated Society of Engineers. In 1921, however, a reconstituted Commonwealth Court of Conciliation and Arbitration unanimously rejected applications by five trade unions for the shorter standard week and reintroduced the 48-hour week in the case of the above-mentioned two unions then working 44 hours. During 1924 the Queensland Parliament passed legislation to operate from 1st July, 1925, granting the 44-hour standard week to employees whose conditions of work were regulated by awards and agreements of the Queensland State industrial authority. Similar legislative action in New South Wales led to the re-introduction of the 44-hour week in that State as from 4th January, 1926.

In 1927 after an exhaustive inquiry the Commonwealth Court of Conciliation and Arbitration granted a 44-hour week to the Amalgamated Engineering Union and intimated that this reduction in standard hours of work would be extended to industries operating under conditions similar to those in the engineering industry. Applications for the shorter hours by other unions were, however, treated individually, the nature of the industry, the problem of production, the financial status and the amount of foreign competition being fully investigated. The economic depression delayed the extension of the standard 44-hour week until the subsequent improvement in economic conditions made possible its general extension to employees under Commonwealth awards.

In States other than New South Wales and Queensland no legislation was passed to reduce the standard hours of work so that, for employees not covered by Commonwealth awards, the change had to be effected by decisions of the appropriate industrial tribunals. In these cases the date on which the reduction to 44 hours was implemented depended on the decision of the tribunals in particular industries, employees in some industries receiving the benefit of the reduced hours years ahead of those in others. In these States the change to the shorter week extended over the years from 1926 to 1941.

**3. The 40-hour Week.**—(i) *Standard Hours Inquiry, 1947.*—Soon after the end of the 1939-45 War, applications were made to the Commonwealth Court of Conciliation and Arbitration for the introduction of a 40-hour week, and the hearing by the Court commenced in October, 1945. Before the Court gave its decision the New South Wales Parliament passed legislation granting a 40-hour week, operative from 1st July, 1947, to industries and trades regulated by State awards and agreements, and in Queensland similar legislation was introduced in Parliament providing for the 40-hour week to operate from 1st January, 1948.

The Commonwealth Court of Conciliation and Arbitration, in its judgment on 8th September, 1947, granted the reduction to the 40-hour week from the beginning of the first pay-period commencing in January, 1948. The Queensland Act was passed, and was proclaimed on 10th October, 1947. On 27th October, 1947, the South Australian Industrial Court, after hearing applications by unions, approved the incorporation of the 40-hour standard week in awards

of that State. The Court of Arbitration of Western Australia on 6th November, 1947, approved that, on application, provision for a 40-hour week could be incorporated in awards of the Court, commencing from 1st January, 1948.

In Victoria and Tasmania the Wages Boards met and also incorporated the shorter working week in their determinations, so that from the beginning of 1948 practically all employees in Australia whose conditions of work were regulated by industrial authorities had the advantages of a standard working week of 40 hours or, in certain cases, less.

(ii) *Basic Wage and Standard Hours Inquiry, 1952-53.*—In the 1952-53 Basic Wage and Standard Hours Inquiry the employers sought an increase in the standard hours of work per week, claiming that “one of the chief causes of the high costs and inflation has been the loss of production due to the introduction of the 40-hour week”.\* This claim was rejected by the Court as it considered that the employers had not proved that the existing economic situation called for a reduction of general standards in the matter of the ordinary working week. (*See also* page 42.)

### § 5. Basic Wages in Australia.

1. **The Basic Wage.**—The concept of a “basic” or “living” wage is common to rates of wage determined by industrial authorities in Australia. Initially the concept was interpreted as the “minimum” or “basic” wage necessary to maintain an average employee and his family in a reasonable state of comfort. However, it is now generally accepted “that the wage should be fixed at the highest amount which the economy can sustain and that the ‘dominant factor’ is the capacity of the community to carry the resultant wage levels.”†

Under the Commonwealth Conciliation and Arbitration Act, the Commonwealth Conciliation and Arbitration Commission (prior to June, 1956 the Commonwealth Court of Conciliation and Arbitration) may, for the purpose of preventing or settling an industrial dispute extending beyond the limits of any State, make an order or award altering the basic wage (that is to say, that wage, or that part of a wage, which is just and reasonable, without regard to any circumstance pertaining to the work upon which, or the industry in which, the person is employed) or the principles upon which it is computed.

In practice, the Commonwealth Conciliation and Arbitration Commission holds general basic wage inquiries from time to time and its findings apply to industrial awards within its jurisdiction. Prior to the decision of the Commonwealth Court of Conciliation and Arbitration, announced on 12th September, 1953, discontinuing the automatic adjustment of basic wages in Commonwealth awards in accordance with variations occurring in retail price index numbers, the relevant basic wage of the Commonwealth Court of Conciliation and Arbitration was adopted to a considerable extent by the State Industrial Tribunals. In New South Wales and South Australia the State industrial authorities adopted the relevant Commonwealth basic wage. In Victoria and Tasmania, where the Wages Boards systems operate, no provision was included in the industrial Acts for the declaration of a basic wage, although Wages Boards in the past generally adopted basic wages based on those of the Commonwealth Court. In Queensland and Western Australia the determination of a basic wage is a function of the respective State Industrial or Arbitration Courts and, subject to State law, they have had regard to rates

\* *Commonwealth Arbitration Reports*, Vol. 77, p. 505.

† *Ibid.*, p. 494.

determined by the Commonwealth Court. Following the decision of the Commonwealth Court of Conciliation and Arbitration to discontinue automatic quarterly adjustments to the basic wage, the various State industrial authorities determined State basic wages in accordance with the provisions of their respective State industrial legislation. Details of the action taken in each State and subsequent variations in State basic wages are set out in para. 5 (see pages 62-76).

In addition to the basic wage, "secondary" wage payments, including margins for skill, loadings and other special considerations peculiar to the occupations or industry, are determined by these authorities. The basic wage and the "secondary" wage, where prescribed, make up the "minimum" wage for a particular occupation. The term minimum wage (as distinct from the basic wage) is used currently to express the lowest rate payable for a particular occupation or industry.

In §1 of this chapter (pages 13-18) particulars are given of the current Commonwealth and State industrial Acts and the industrial authorities established by these Acts. The powers of these authorities include the determination and variation of basic wage rates.

**2. The Commonwealth Basic Wage.**—(i) *Early Judgments.*—The principle of a living or basic wage was propounded as far back as 1890 by Sir Samuel Griffith, Premier of Queensland, but it was not until the year 1907 that a wage, as such, was declared by a Court in Australia. The declaration was made by way of an order in terms of section 2 (d) of the Excise Tariff 1906 in the matter of an application by H. V. McKay that the remuneration of labour employed by him at the Sunshine Harvester Works, Victoria, was "fair and reasonable". Mr. Justice Higgins, President of the Commonwealth Court of Conciliation and Arbitration, discussed at length the meaning of "fair and reasonable", and defined the standard of a "fair and reasonable" minimum wage for unskilled labourers as that appropriate to "the normal needs of the average employee, regarded as a human being living in a civilized community".\* The rate declared by the President in his judgment (known as the "Harvester Judgment") was 7s. a day or £2 2s. a week for Melbourne, the amount considered reasonable for "a family of about five".† According to a rough allocation by the Judge, the constituent parts of this amount were £1 5s. 5d. for food, 7s. for rent, and 9s. 7d. for all other expenditure.

The "Harvester" standard was adopted by the Commonwealth Court of Conciliation and Arbitration for incorporation in its awards, and practically the same rates continued until the year 1913, when the Court took cognizance of the retail price index numbers, covering food and groceries and rent of all houses ("A" Series) for the 30 more important towns of Australia, which had been published by the Commonwealth Statistician for the first time in the preceding year. The basic wage rates for towns were thereafter varied in accordance with the respective retail price index numbers. Court practice was to equate the retail price index number 875 for Melbourne for the year 1907 to the "Harvester" rate of 42s. a week (or the base of the index (1,000) to 48s. a week). At intervals thereafter, as awards came before it for review, the Court usually revised the basic wage rate of the award in proportion to variations in the retail price index. In some country towns certain "loadings" were added by the Court to wage rates so derived to offset the effect of lower housing standards, and consequently lower rents, on the index numbers for these towns.

\* *Commonwealth Arbitration Reports*, Vol. 2, p. 3. † For particulars of information then available on the average number of dependent children per family, see Labour Report No. 41, footnote on page 73.

During the period of its operation, the adequacy or otherwise of the "Harvester" standard was the subject of much discussion, the author of the judgment himself urging on several occasions the need for its review. During the period of rapidly rising prices towards the end of the 1914-18 War, strong criticism developed that this system did not adequately maintain the "Harvester" equivalents. A Royal Commission was appointed in 1919 to inquire as to what it would actually cost a man, wife and three children under fourteen years of age to live in a reasonable standard of comfort, and as to how the basic wage might be automatically adjusted to maintain purchasing power. The Commission's Reports were presented in November, 1920 and April, 1921. An application by the unions to have the amounts arrived at by the inquiry declared as basic wage rates was not accepted by the Court because they were considerably in advance of existing rates and grave doubts were expressed by members of the Court as to the ability of industry to pay such rates. Further details of the recommendations of the Commission were published in Labour Report No. 41, page 102.

The system of making automatic quarterly adjustments to the basic wage in direct ratio to variations in the retail price index ("A" Series) was first introduced in 1921. The practice then adopted was to calculate the adjustments to the basic wage quarterly on the index number for the preceding quarter. Previously adjustments had been made sporadically in relation to retail price indexes for the previous calendar year or the year ended with the preceding quarter. The new method would have resulted in a basic wage lower than that based on the previous method, and in 1922\* the Court added to the basic wage a general loading of 3s. (known as the "Powers 3s."), "a sum . . . which did, to the extent of 3s. per week, relieve the employees from the detrimental effect so far as they were concerned of the change which the Court was then making in its method of fixing the basic wage."† This loading continued until 1934. The practice adopted by the Commonwealth Court in 1921 of making automatic quarterly adjustments continued until the Court's judgment of 12th September, 1953. (See page 42.)

(ii) *Basic Wage Inquiries*, 1930-31, 1932, 1933.—No change was made in the method of fixation and adjustment of the basic wage until the onset of the depression, which began to be felt severely during 1930. Applications were then made to the Court for some greater measure of reduction of wages than that which resulted from the automatic adjustments due to falling retail prices. The Court held a general inquiry, and, while declining to make any change in the existing method of calculating the basic wage, reduced all wage rates under its jurisdiction by 10 per cent. from 1st February, 1931.‡ In June, 1932, the Court refused applications by employee organizations for the cancellation of the 10 per cent. reduction in wage rates.§ In May, 1933 the Court again refused to cancel the 10 per cent. reduction in wage rates, but decided that the existing method of adjustment of the basic wage in accordance with the "A" Series retail price index number had resulted in some instances in a reduction of more than 10 per cent. In order to rectify this the Court adopted the "D" Series of retail price index numbers for future quarterly adjustments of the basic wage.||

(iii) *Basic Wage Inquiry*, 1934.—The "Harvester" standard, adjusted to retail price variations, continued to be the theoretical basis of the basic wage of the Commonwealth Court until the Court's judgment, delivered on 17th April, 1934,¶ declared new basic wage rates to operate from 1st May, 1934. The new rates were declared on the basis of the respective "C" Series

\* *Commonwealth Arbitration Reports*, Vol. 16, p. 32. † *Ibid.*, p. 841. ‡ 30 C.A.R., p. 2.  
 § 31 C.A.R., p. 305. || 32 C.A.R., p. 90. For further particulars see Labour Report No. 22, pp. 45-8  
 and Labour Report No. 23, pp. 45-62. ¶ 33 C.A.R., p. 144.

retail price index numbers for the various cities for the December quarter, 1933, and ranged from 61s. for Brisbane to 67s. for Sydney and Hobart, the average wage for the six capital cities being 65s.

The 10 per cent. special reduction in wages referred to above ceased to operate upon the introduction of the new rates, and the automatic quarterly adjustment of the basic wage in accordance with variations in retail price index numbers was transferred from the "A" and the "D" Series to the "C" Series Retail Price Index.\* The base of the index (1,000) was taken by the Court as equal to 81s. a week. The new basic wage for the six capital cities was the same as that previously paid under the "A" Series, without the "Powers 3s." and without the 10 per cent. reduction. For further particulars of the judgment in this inquiry see Labour Report No. 26, page 76.

(iv) *Basic Wage Inquiry, 1937.*—In May and June, 1937, the Commonwealth Court heard an application by the combined unions for an increase in the basic wage. The unions asked that the equivalent of the base (1,000) of the "C" Series index be increased from 81s. to 93s., which on index numbers then current would have represented an average increase of about 10s. a week. The chief features of the judgment, delivered on 23rd June,† were:—

(a) Amounts were added to the basic wage not as an integral, and therefore adjustable, part of that wage, but as "loadings" additional to the rates payable under the 1934 judgment. The wage assessed on the 1934 basis was designated in the new judgment as the "needs" portion of the total resultant basic wage. These loadings, referred to as "Prosperity" loadings, were 6s. for Sydney, Melbourne and Brisbane; 4s. for Adelaide, Perth and Hobart; and 5s. for the six capitals basic wage. "Prosperity" loadings for the basic wage for provincial towns in each State, for combinations of towns and combinations of capital cities, and for railway, maritime and pastoral workers were also provided for in the judgment.

(b) The minimum adjustment of the basic wage was fixed at 1s. a week instead of 2s.

(c) The basis of the adjustment of the "needs" portion of the wage in accordance with the variations shown by retail price index numbers was transferred from the "C" Series to a special "Court" Series based upon the "C" Series. (See page 5.)

(d) Female and junior rates were left for adjustment by individual judges when dealing with specific awards.

The main parts of the judgment were reprinted in Labour Report No. 28, pages 77-87.

(v) *Judgment, December, 1939.*—The Commonwealth Court on 19th December, 1939 heard an application by trade unions for an alteration in the date of adjustment of the basic wage in accordance with the variations in the "Court" Series of index numbers. On the same day, the Court directed that such adjustments be made operative from the beginning of the first pay-period to commence in February, May, August or November, one month earlier than the then current practice.‡

(vi) *Basic Wage Inquiry, 1940.*—On 5th August, 1940 the Full Court commenced the hearing of an application by the combined unions for an increase in the existing basic wage by raising the value of 1,000 (the base of the

\* For an explanation of the "A", "C" and "D" Series see page 5 of this Report.  
Commonwealth Arbitration Reports, Vol. 37, p. 583.

† 41 C.A.R., p. 520.

“C” Series index upon which the “Court” Series was based) from 81s. to 100s. a week, and the incorporation of the existing “Prosperity” loadings in the new rate. In its judgment of 7th February, 1941\* the Court unanimously refused to grant any increase, and decided that the application should not be dismissed but stood over for further consideration after 30th June, 1941. The application was refused mainly because of the uncertainty of the economic outlook under existing war conditions.

Concerning the concept of a basic wage providing for the needs of a specific family unit, Chief Judge Beeby in his judgment stated:—“The Court has always conceded that the ‘needs’ of an average family should be kept in mind in fixing a basic wage. But it has never, as the result of its own inquiry, specifically declared what is an average family, or what is the cost of a regimen of food, clothing, shelter and miscellaneous items necessary to maintain it in frugal comfort, or that a basic wage should give effect to any such finding. In the end economic possibilities have always been the determining factor. . . . what should be sought is the independent ascertainment and prescription of the highest basic wage that can be sustained by the total of industry in all its primary, secondary and ancillary forms. . . . More than ever before wage fixation is controlled by the economic outlook.”

The Chief Judge suggested that the basic wage should be graded according to family responsibilities and that, notwithstanding the increase in aggregate wages, a reapportionment of national income to those with more than one dependent child would be of advantage to the Commonwealth. The relief afforded to those who needed it would more than offset the inflationary tendency of provision for a comprehensive scheme of child endowment. If a scheme of this nature were established, future fixations of the basic wage would be greatly simplified. (The Commonwealth Child Endowment Act came into operation on 1st July, 1941. See § 7 of this chapter for the main features as at 31st December, 1959.)

(vii) “*Interim*” Basic Wage Inquiry, 1946.—The Court, on 25th November, 1946, commenced the hearing of this case as the result of (a) an application made on 30th October, 1946 (during the course of the Standard Hours Case) by the Attorney-General of the Commonwealth for the restoration to the Full Court List of certain adjourned 1940 basic wage applications (see (vi) above); (b) a number of fresh cases which had come to the Court since 1941; and (c) an application by the Australian Council of Trade Unions on behalf of trade unions for an “interim” basic wage declaration.

Judgment was delivered on 13th December, 1946,† whereby an increase of 7s. was granted in the adjustable portion of the basic wage then current to operate from the beginning of the first pay-period commencing in the month of December, 1946, except in the case of casual and maritime workers, for whom the increases operated from 1st December.

For the purpose of automatic quarterly adjustments a new “Court” Series of index numbers was created by increasing the base index number (1923-27) from 81.0 to 87.0. The “Court” Series index number calculated on this base for the September quarter, 1946 effected an increase in the basic wage for the weighted average of the six capital cities (as a whole) from 93s. to 100s. A similar increase of 7s. was recorded in the basic wage for each capital city except Hobart, where the amount was 6s. All “loadings” on the basic wage were retained at their existing amounts unless otherwise ordered by the Court.

\* Commonwealth Arbitration Reports, Vol. 44, p. 41.

† 57 C.A.R., p. 603.

This new series was designated "Court Index (Second Series)" to distinguish it from the "Court Index (First Series)" which was introduced after the 1937 Basic Wage Inquiry. The new "Court" index numbers were obtained by multiplying the "C" Series retail price index numbers (Base: 1923-27 = 1,000) by the factor 0.087, and taking the result to the first decimal place.

The wage rates for adult females and juveniles were to be increased proportionately to the increase granted to adult males, the amount of the increase being determined by the provisions in each award. For further particulars of the judgment *see* Labour Report No. 38, page 79.

(viii) *Basic Wage Inquiry, 1949-50.*—This finalized the case begun in 1940 and continued in 1946 (*see* above). In 1946, during the hearing of the Standard Hours Inquiry and following the restoration to the Full Court List of applications for an increased basic wage, the Chief Judge ruled that the claim for an increase in the basic wage should be heard concurrently with the "40-hour week" claims then before the Court. The unions, however, objected to this course being followed, and, on appeal to the High Court, that Court in March, 1947, gave a decision which resulted in the Arbitration Court proceeding with the "Hours" Case to its conclusion.

The Basic Wage Inquiry, 1949-50, finally opened in February, 1949, and the general hearing of the unions' claims was commenced on 17th May, 1949. Separate judgments were delivered on 12th October, 1950;\* in the judgments, which were in the nature of general declarations, a majority of the Court (Foster and Dunphy *J.J.*) was of the opinion that the basic wage for adult males should be increased by £1 a week, and that for adult females should be 75 per cent. of the adult male rate. Kelly *C.J.*, dissenting, considered that no increase in either the male or the female wage was justified.

The Court, on 24th October and 17th and 23rd November, 1950, made further declarations concerning the "Prosperity" and other loadings. The "Prosperity" loading of 1937 (*see* page 39), which was being paid at rates of between 3s. and 6s. a week according to localities, was standardized at a uniform rate of 5s. a week for all localities and was declared to be an adjustable part of the basic wage, the "War" loadings were declared to be not part of the basic wage, and any other loading declared to be part of the basic wage ceased to be paid as a separate entity.

The new rates operated from the beginning of the first pay-period in December, 1950, in all cases being the rate based on the Court Index (2nd Series) for the September quarter, 1950 plus a flat-rate addition of £1, together with the standardized "Prosperity" loading of 5s. The new basic wage rate for the six capital cities (weighted average) was £8 2s. comprising £6 17s. Court (2nd Series) plus 5s. uniform "Prosperity" loading plus the £1 addition. The declaration provided that the whole of this basic wage would be subject to automatic quarterly adjustments as from the beginning of the first pay-period commencing in February, 1951, on the basis of the index numbers for the December quarter, 1950. For this purpose the new rate of £8 2s. was equated to the "C" Series retail price index number 1572 for the six capital cities (weighted average) for the September quarter, 1950. From this equation was derived a new "Court" Index (Third Series) with 103.0 equated to 1,000 in the "C" Series Index.

The basic wage rates operative from the beginning of the first pay-period commencing in December, 1950 were as follows (rates operative in November, 1950 in parentheses):—Sydney, £8 5s. (£7 6s.); Melbourne, £8 2s. (£7 3s.);

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\* *Commonwealth Arbitration Reports*, Vol. 68, p. 698.

Brisbane, £7 14s. (£6 15s.); Adelaide, £7 18s. (£6 17s.); Perth, £8 (£6 19s.); Hobart, £8 (£6 19s.); Six Capitals, £8 2s. (£7 2s.). Further particulars of the judgment may be found in Labour Report No. 39, p. 81.

(ix) *Basic Wage and Standard Hours Inquiry, 1952-53.*—On 5th August, 1952, the Commonwealth Court of Conciliation and Arbitration began hearing claims by:—

1. The Metal Trades Employers' Association and other employers' organizations that—
  - (a) the basic wage for adult males be reduced;
  - (b) the basic wage for adult females be reduced;
  - (c) the standard hours of work be increased;
  - (d) the system of adjusting the basic wages in accordance with variations occurring in retail price index numbers be abandoned.
2. The Metal Trades Federation, an association of employees' organizations, that the basic wage for adult males be increased, which would also have resulted in increasing the amount, though not the proportion it bore to the basic wage for adult males, of the basic wage for adult females.

A number of Governments, organizations and other bodies obtained leave to intervene and in this role the Australian Council of Trade Unions supported the claims of the Metal Trades Federation.

The decision of the Court, announced on 12th September, 1953,\* was as follows:—the employers' applications for reduction of the basic wages for adult males and females and for an increase of the standard hours of work were refused; the employers' applications for omission or deletion of clauses or sub-clauses providing for the adjustment of basic wages were granted; and the unions' applications for increases of basic wages were refused.

The Court in the course of its judgment said that nothing had been put before it during the inquiry in support of a departure from its well-established principle that the basic wage should be the highest that the capacity of the community as a whole could sustain. If the Court is at any time asked to fix a basic wage on a true needs basis, the question of whether such a method is correct in principle and all questions as to the size of the family unit remain open.

In order to remove certain misconceptions about its function, the Court stated that it was neither a social nor an economic legislature, and that its function under section 25 of the Act was to prevent or settle specific industrial disputes. However, these must be settled upon terms which seem just to the Court, having regard to conditions which exist at the time of its decision.

The Court intimated that time would be saved in future inquiries if the parties to the disputes, in discussing the principle of the "capacity to pay", directed their attention to the broader aspects of the economy, as indicated by a study of employment, investment, production and productivity, oversea trade, oversea balances, the competitive position of secondary industry and retail trade.

In accordance with its decision to abolish the automatic adjustment clause from its awards, the Court, commencing on 21st October, 1953, amended all awards listed before it as a result of application by one of the parties to the

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\* *Commonwealth Arbitration Reports*, Vol. 77, p. 477.

awards. Afterwards the Court, on its own motion under section 49 of the Commonwealth Conciliation and Arbitration Act, listed those awards not the subject of an application by one of the parties and then proceeded to delete the clauses providing for the automatic adjustment of the basic wage.

The power of the Commonwealth Court of Conciliation and Arbitration to vary awards not the subject of an application by one of the parties was unsuccessfully challenged in the High Court of Australia.

For further particulars of the judgment *see* Labour Report No. 46, p. 64.

(x) *Basic Wage Inquiry*, 1956.—On 14th February, 1956, the Commonwealth Court of Conciliation and Arbitration commenced hearing an application by the Amalgamated Engineering Union and others made by summons for alteration of the basic wage prescribed in the Metal Trades Award in the following respects:—namely, for an increase in the basic wage to the amount it would have reached if automatic quarterly adjustments deleted by the Court in September, 1953, had remained in force; an increase of a further £1 in the basic wage; the re-introduction of automatic quarterly adjustments; and the abolition of what is known as the 3s. country differential. This application was regarded as a general application for variation of the basic wage in all awards of the Commonwealth Court of Conciliation and Arbitration.

All the claims made by the unions were opposed by the respondent employers. The Commonwealth Government appeared not as a party to the dispute but in the public interest and supplied much factual and statistical material in a review of the economy from 1953. However, the Commonwealth opposed the re-introduction of automatic adjustments. The States of New South Wales, Queensland, Western Australia and Tasmania supported the unions' claims for the re-establishment of the system of automatic adjustments and the raising of the basic wage to the levels indicated by current "C" Series index numbers, but the State of South Australia opposed these claims. The State of Victoria neither supported nor opposed the unions' claims.

The judgment was delivered on 26th May, 1956. The Court rejected each claim made by the unions but decided to increase the adult male basic wage by 10s. a week, payable from the beginning of the first pay-period in June. As a result of this decision, the basic wage for adult females was increased by 7s. 6d. a week with proportionate increases for juniors of both sexes and for apprentices.

The Court took the view that its decision in 1953 to abandon the system of quarterly adjustments was clearly right and that "so long as the assessment of the basic wage is made as the highest which the capacity of the economy can sustain, the automatic adjustment of that basic wage upon price index numbers cannot be justified, since movements in the index have no relation to the movements in the capacity of the economy".\* The Court was satisfied "that a basic wage assessed at the highest amount which the economy can afford to pay cannot in any way be arrived at on the current price of listed commodities. There is simply no relationship between the two methods of assessment".†

"The Court's examination of the economy and its indicators—employment, investment, production and productivity, overseas trade, overseas balances, the competitive position of secondary industry and retail trade—and its consideration of inflation and its possible disastrous extension has led to the Court's conclusion that the nation now has not the capacity to pay a basic wage of the amount to which automatic quarterly adjustments would have brought it".‡

\* Commonwealth Arbitration Reports, Vol. 84, p. 175.

† Ibid., p. 176.

‡ Ibid., p. 177.

In the course of setting out the reasons for its decision the Court considered the period over which the capacity of the economy should be assessed, and concluded: "A year has been found almost universally to be a sensible and practicable period for such a purpose in the case of trading institutions the world over. The Court considers—fortified by the Judges' experience of considering from time to time Australia's capacity—that a yearly assessment of the capacity of Australia for the purpose of fixing a basic wage would be most appropriate. We would encourage any steps to have the Court fulfil such a task each year . . . ."<sup>\*</sup>

For further details see Labour Report, No. 46, p. 67.

(xi) *Basic Wage Inquiry, 1956-57.*—On 13th November, 1956, the Commonwealth Conciliation and Arbitration Commission in Presidential Session commenced to hear claims for alteration of the basic wage prescribed in the Metal Trades Award. The claims made were as follows:—

- (1) "For the increase of the basic wage in all its manifestations to the amount it would have reached if there had remained in the award provisions for automatic quarterly adjustments, which had been deleted in September, 1953. . . ."
- (2) "For the re-insertion in the award of the provisions for the automatic quarterly adjustment of the basic wage. . . ."<sup>†</sup>

In accordance with past practice this application in respect of the Metal Trades Award was treated by the Commission as a general application for alteration of the basic wage in all Federal awards.

The unions' claims were opposed by the respondent employers.

The Australian Council of Salaried and Professional Associations intervened in support of the applicant unions. Victoria and South Australia were the only States to appear before the Commission and the Attorney-General of the Commonwealth intervened in the public interest.

Victoria neither supported nor opposed the application by the unions. South Australia opposed the unions' claims and suggested that, if an increase in the basic wage were granted, the Commission should decide on the increase to be added to the six capitals basic wage and then apportion that increase amongst the six capital cities on a basis accurately reflecting the differences in their cost of living.

The Commonwealth opposed the restoration of the automatic adjustment system, whatever index were used for this purpose.

The Commission decided that before it could reach a decision it would have to examine, in detail, three main issues, namely, (i) should the system of automatic adjustment be restored? (ii) should there be an increase in the basic wage, and, if so, of what amount? and (iii) should the increase, if there be one, be of a uniform amount, or should it be variable as between capital cities?

(i) *Should the System of Automatic Adjustment be Restored?*—After hearing submissions by counsel for the unions that automatic quarterly adjustments of the basic wage should be restored and argument as to the appropriateness of using the "C" Series index for this purpose, the Commission reaffirmed the decision of the Court in 1953, which, it said, "was primarily based on the view that there is no justification for automatically adjusting in accordance with a price index a wage assessed as the highest that the capacity of the community as a whole can sustain".<sup>‡</sup> Accordingly, the claim for restoration of automatic quarterly adjustments was refused.

\* Commonwealth Arbitration Reports, Vol. 84, p. 177.

† 87 C.A.R., p. 439.

‡ Ibid., p. 445.

*(ii) Should there be an Increase in the Basic Wage and, if so, of what Amount?*

—The Commission reaffirmed the principles used to determine the basic wage in the 1953 and 1956 judgments of the Court and accepted as correct the decision of the Court in 1956 to increase the then existing basic wages by 10s. This led the Commission to a comparison of the state of the national economy at the time of the 1956 and 1957 basic wage inquiries.

The Commission, having considered all aspects of the state of the economy, decided that the basic wages in Federal awards should be increased and that the increase to the six capital cities basic wage should be 10s. a week for adult males.

*(iii) Should the Increase be of a Uniform Amount?*—The historical background of differential rates of basic wage for respective cities and towns was examined by the Commission and it acknowledged that the Federal basic wage had two components. The first and greater component differed for each capital city and represented a rate of wage calculated by the use of "C" Series retail price index numbers for the June quarter, 1953, and the second component, common to all places, was the uniform 10s. awarded by the Court in 1956.

On the question of whether the increase should be of a uniform amount the alternative open to the Commission appeared to be either to follow what the Court did in 1956, or to recalculate the inter-capital-city differentials of the newly-fixed standard basic wage according to the latest "C" Series index numbers. The Commission decided to grant an increase of a uniform amount.

In the judgment delivered on 29th April, 1957, the Commission rejected the claims made by the unions and granted a uniform increase of 10s. a week in the basic wage for adult males to come into effect from the first pay-period to commence on or after 15th May, 1957. As a result of this decision the basic wage for adult females was increased by 7s. 6d. with proportionate increases for juniors of both sexes and for apprentices. The Commission also advised that it approved an annual review of the basic wage and would be available for this purpose in February, 1958. However, although favouring an annual review of the basic wage, the Commission considered that "it would not be proper for it nor would it wish to curtail the existing right of disputants to make an application at whatever time they think it necessary to do so".\*

A more detailed summary of the judgment may be found in Labour Report No. 46, p. 68.

*(xii) Basic Wage Inquiry, 1958.*—On 18th February, 1958, the Conciliation and Arbitration Commission, constituted in Presidential Session, commenced hearing an application by respondent unions for the following variations of the existing Metal Trades Award, namely:—

"By increasing the amounts of basic wage prescribed therein for respective cities, towns and localities to the figure they each would have reached had the quarterly adjustment system based on the "C" Series retail price index numbers been retained, plus an addition of 10s. to each basic wage, and by making provision for future adjustment of each of the new amounts at quarterly intervals by the application thereto of the same index numbers."†

The claims for the restoration of quarterly adjustments and for basic wage increases were opposed by private employers and by the State of South Australia, which also contended that, as the cost of living was much lower in Adelaide than in

\* Commonwealth Arbitration Reports, Vol. 87, p. 459.

† Print No. A6079, p. 4.

Melbourne and Sydney, greater disparities in basic wage rates than then existed should be determined if, against its submission, any general increase in the basic wage were decided upon. Tasmania, the only other State represented, made no submissions.

The Attorney-General of the Commonwealth intervened in the public interest under section 36 (1.) of the Conciliation and Arbitration Act and leave to intervene was granted to the Professional Officers' Association of the Commonwealth Public Service, three other organizations of medical and scientific workers employed in the Commonwealth Public Service and the Australian Council of Salaried and Professional Associations.

In its judgment, delivered on 12th May, 1958, the Commission rejected the submission by counsel for the Professional Officers' Association "that if the Commission is satisfied that there is in the community capacity to pay a higher wage bill, consideration should be given to the question whether that increased capacity should be reflected in an increased basic wage only or extended also to the marginal or secondary contents of aggregate wages and salaries."\* The Commission also rejected the submission by counsel for the Australian Council of Salaried and Professional Associations that when the Commission looked at the capacity of industry to pay and gave an increase in the basic wage, it "always kept something in hand for a marginal claim which would probably be coming up."†

The claim of the unions for the restoration of the 1953 basic wage standard was rejected by the Commission on the same grounds as in its 1957 judgment, i.e., that it was unsafe to assume that the economy could sustain the 1953 rate as a "standard" in real terms.

The Commission then considered the three specific issues before it, namely, (i) should the system of automatic adjustments be restored? (ii) should the basic wage be increased, and if so, by what amount? and (iii) should there be uniform or disparate increases?

(i) *Should the System of Automatic Adjustments be Restored?*—Counsel for the unions submitted that the unions still regarded the "C" Series index as a proper guide for the determination of basic wage levels but that if this contention were unacceptable to the Commission, as it had been in the three previous inquiries, there should be an immediate decision upon principle and later, if need be, an inquiry in an effort to ascertain a proper price index. He also submitted that there should be, from time to time, additions to wages to afford to workers their proper share of increased productivity and efficiency and that although the unions had never claimed that increments for increased productivity could under present circumstances be made by way of automatic adjustment, the objective of wage increases commensurate with price increases could best be achieved by the use of an automatic adjustment system.

After having considered the submissions and without hearing arguments against the proposition, the Commission, on 21st February, 1958, rejected the application for the restoration of automatic adjustments and for a deferred inquiry thereon.

In the reasons for its judgment the Commission stated that there was nothing in the submission to justify a departure from the decisions of 1953, 1956 and 1957 to reject automatic wage adjustments. The Commission also again expressed the opinion that a yearly assessment of the capacity of Australia for the purpose of fixing a basic wage would be most appropriate.

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\* Print No. A6079, p. 5.

† *Ibid.*, p. 7.

(ii) *Should the Basic Wage be Increased and, if so, by what Amount?*—After hearing arguments for and against an increase in the basic wage rates, and submissions, mainly statistical, on behalf of the Commonwealth, the Commission was unanimously of the opinion that the position of the economy regarded as a whole was such as to justify an increase in the basic wage, but a difference of opinion existed as to what the amount of the increase should be.

A majority of the members, namely, Kirby C.J. and Gallagher J., considered that it was undesirable in the interests of all to grant an increase higher than 5s.; Wright J., on the other hand, considered that a basic wage level substantially higher than that proposed by the majority was justified.

Under section 68 of the Conciliation and Arbitration Act 1904–1956 the question was decided according to the decision of the majority. Accordingly the decision of the Commission was that the rates of basic wage for adult males under Federal awards should each be increased by 5s. a week.

(iii) *Uniform or Disparate Increases?*—The South Australian Government submitted that economically there was no scope at all for a basic wage increase anywhere in Australia; and, as in the 1957 inquiry, again pursued the question of inter-city differentials in those awards where it applied, as an answer to the union claim that the amount of the basic wage in Adelaide should be calculated by reference to the “C” Series retail price index numbers for that city. The substance of the State’s case on inter-city differentials was that the actual cost of living was so much lower in Adelaide than in Melbourne and Sydney that greater disparities in basic wage rates than then existed should be determined by the Commission, if any general increase in the basic wage were decided upon. Subject to a stipulation that no reduction should be made in the existing basic wage rate for Adelaide, counsel for the South Australian Government claimed that the rate should be approximately 10 per cent. below the rate fixed for Sydney instead of approximately 5 per cent. below, as it then was.

He also claimed that the proposal had the support of South Australian employers, but in the Commission’s view the employers had not spoken unitedly or unanimously, nor had any one supported the proposal as put to the Commission. It concluded that the claim must be rejected on the ground that it would not be wise or just to apply it in South Australia in view of the fact that it was neither sought nor supported by any other party, and its application to the Government and its instrumentalities alone was not sought.

The Commission indicated that the issues involved in inter-city differential wage rates were complex and could not be decided after a brief hearing.

In the judgment delivered on 12th May, 1958, the decisions of the Commission were given in the following terms:—

- “ 1. The claim for restoration of automatic quarterly adjustments is refused.
2. The claim of the South Australian Government for special treatment is refused.
3. The basic wages of adult male employees covered by Federal awards will be increased by a uniform amount of 5s. per week.
4. The new rates will come into effect from the beginning of the first pay-period commencing on or after 21st May instant subject to special cases.”\*

As a result of this decision the basic wage for adult females was increased to 75 per cent. of the new basic wage for adult males with proportionate increases for juniors and apprentices of both sexes.

(xiii) *Basic Wage Inquiry, 1959.*—On 24th February, 1959, the Conciliation and Arbitration Commission, constituted in Presidential Session by Kirby *C.J.* (President), Foster and Gallagher *J.J.* (Deputy Presidents), commenced hearing an application by respondent unions for the following variations of the existing Metal Trades Award, namely:—

“ By increasing the amounts of basic wage prescribed therein for respective cities, towns and localities to the figure they each would have reached had the quarterly adjustment system based on the “ C ” Series retail price index numbers been retained, plus an addition of 10s. to each basic wage, and by making provision for future adjustment of each of the new amounts at quarterly intervals by the application thereto of the same index numbers.”\*

A large number of applications for similar variation of other awards were ordered to be treated as involved in the inquiry and as such to be decided upon the evidence, material and submissions made from the beginning of the hearing.

The application of the unions was opposed by private employers generally, and by the State of South Australia and two of its instrumentalities.

Tasmania was the only other State represented and it appeared in support of the application of the unions in regard to the increase of the basic wage to the amount it would have reached had the adjustment system been retained and the restoration of that system.

Counsel for the Attorney-General of the Commonwealth, who intervened pursuant to his statutory right, submitted on behalf of the Commonwealth that the application for restoration of the automatic adjustment system should be refused. The Commonwealth again supplied for the benefit of the Commission and the parties economic and statistical information and material. In addition the Commonwealth, without making a particular submission as to whether there should be an increase or its amount, made a general submission on the state of the national economy.

The Australian Council of Salaried and Professional Associations was granted leave to intervene, and submissions were also presented on behalf of fixed income earners and pensioners generally.

Counsel for the employers also appeared for The Graziers Association of New South Wales and other organizations of employers in the pastoral industry to reduce the basic wage in the Pastoral Award, 1956, by £1 5s., being the aggregate amount of the increases granted by the Court in 1956 and the Commission in 1957 and 1958. The Commission decided to join these applications in the main hearing on 17th March, 1959, as a matter of procedure only and without deciding affirmatively that the Commission as constituted for that hearing had power to grant them in whole or in part. At the conclusion, on 5th May, 1959, of submissions in support of these applications and without calling upon counsel for the Australian Workers Union in reply, the Commission stated that it would reject the applications for reduction of the basic wage in the Pastoral Award and again indicated that the question of jurisdiction as to whether the Commission had the power to decide a different basic wage remained “ undecided and open ”.

On 5th June, 1959, the three Judges delivered separate judgments. On the question of whether the system of automatic quarterly adjustments should be restored the members of the Commission were divided in opinion and therefore

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\* Print No. A6618, pp. 4 and 5.

the question was decided in accordance with the decision of the majority. The majority decision, namely, that of Kirby *C.J.* and Gallagher *J.*, was that the claim of the unions for restoration of the said system should be refused. Foster *J.* dissented.

The members of the Commission were unanimous in the opinion that there should be an increase in the basic wage, but as to the amount of the increase they were divided in opinion as follows:—

The President, Kirby *C.J.*, was of opinion that the increase should be one of 15s. a week added to each basic wage for adult males in the awards concerned and that the increased basic wage should become payable as from the beginning of the first pay-period commencing on or after 11th June, 1959.

Foster *J.* was of opinion that the increase should be 20s. a week, payable as to 10s. as from the first pay-period in July, 1959, and as to the balance by increases of 2s. 6d. for four quarters commencing 1st January, 1960.

Gallagher *J.* was of opinion that the increase should be one of 10s. a week and that the increased wage should become payable as from the date chosen by the President.

Foster *J.*, while holding his opinion, decided to concur in the decision proposed by the President.

A summary of the separate reasons for judgment is set out in the following paragraphs.

*Kirby C.J.*—The President said that apart from the question of the basic wage in the pastoral industry, which had already been decided, there were two issues for the Commission's decision: (i) should the automatic adjustment system be restored? (ii) should the basic wage in the Commission's awards generally be increased and, if so, by what amount?

(i) *Should the Automatic Adjustment System be Restored?*—On this question the President stated that in his view nothing had been put at the inquiry which would justify a restoration of the system, and the decisions against the retention or restoration of the system made by the Court in 1953 and 1956 and by the Commission in 1957 and 1958 were correct. He said: "I have come to this conclusion on the material and submissions before the Commission at this hearing and quite independently of the admitted shortcomings since 1953 of the 'C' Series index. I would emphasize that the annual review of the amount of the basic wage by a presidential session of this Commission is a substitute in every way for arbitrary adjustment by an index which has to do with one factor only of the many making up the economy. Its aim in practice as well as theory is to fix a basic wage at the highest amount the economy can afford to pay. . . . A period of one year—in the absence of exceptional circumstances calling for a different period—remains in my view the ideal period between reviews of the basic wage."\* He considered that assessment of the many factors making up national economic capacity proves difficult enough when assessing a money sum, and that the difficulties of assessment of these many factors would be increased immeasurably if the task were to add a fluctuating sum to an already fluctuating wage even if the task were to be undertaken at longer intervals. The President also stated: "I wish to make it clear that my rejection of the adjustment system is based not on the imperfections of the available indexes but on the system's intrinsic demerits when compared with a system based on judgment of all factors of the economy including judgment on the movement in prices".†

\* Print No. A6618, p. 6.

† Ibid., p. 8.

(ii) *Should the Basic Wage be Increased and, if so, by what Amount?*—The President considered various indicators of the state of the economy and said that they justified a basic wage increase of a not insignificant amount. He agreed that the worker was entitled to an increase in the basic wage because of increased productivity but he could not agree that on the available material the growth of productivity could be accurately measured or that basic wage increases were the only or main means of ensuring the worker his share of the fruits of increased productivity. Nevertheless, he felt that some allowance should be made for the growth of productivity in assessing an increase in the basic wage. After considering all the material before the Commission and the submissions made on behalf of the parties, he was of opinion that the basic wage should be increased by 15s. a week.

*Foster J.*—*Foster J.*, in considering the powers and functions of the Commission and the form of the inquiry, stated ". . . if, as is my view, these 'inquiries' no longer have, and should never have had, the character of litigation, then it is proper to consider whether the 'inquiry' in the form it now has is adequate to achieve its avowed function".\* He referred to some of the powers and duties entrusted to the Commission which revealed and emphasized the extraordinary differences between the Commission and a traditional court of law. He considered that although the Commission "gets two points of view placed before it, elaborately discussed and tested by questioning, . . . the matters for the Commission's determination are far wider than the particular points of view of the interests which assume the roles of contestants before us".† In his view, the data made available by the Commonwealth Government, as intervener, are in effect the foundations of the opinions and conclusions of all the expert witnesses as well as of all the contentions of the representatives of the various contestants, and it must be upon this material and interpretation that the Commission ultimately bases its decision. He suggested that "experts in consultation with the Commission in the presence of representatives of the economic interests concerned might well bring far more satisfactory results than a proceeding modelled misleadingly upon a civil action at law."‡

*Foster J.* stated that the purpose of the inquiry was to fix a money sum for a basic wage which, at the time of its pronouncement, would represent a standard of living which the Commission finds to be within the capacity of the economy to sustain throughout the period it determines for the duration of its award. For this reason he considered that the basic wage should be automatically adjustable at quarterly intervals. As to whether such adjustment should be made by the application of a price index, he said that "A price index . . . does enable the standard of living prescribed by the Commission to be maintained, and it does prevent the wage determined upon a capacity basis from falling below or rising above that ascertained capacity. It prevents the defeat of the Commission's award and is, in my opinion, the only satisfactory method of preventing that award from becoming to some extent illusory and potentially mischievous."§ In his view, the decision in 1953 to abandon the quarterly adjustment system was wrong.

*Foster J.* was of opinion that the basic wage should be increased so as to restore, in part at least, the standard of living awarded in 1950 and maintained by quarterly adjustments until 1953 and to secure to the basic wage earner some share of the increased productivity of the community. The amount of the increase would depend on whether or not the quarterly adjustment system were to be restored. If it were restored, the increase in the basic wage should be 16s. a week payable at the first pay-period in July, 1959, adjustable quarterly by the "C" Series index, the first adjustment to be for the quarter ending

\* Print No. A6618, p. 25.

† Ibid., p. 27.

‡ Ibid., p. 28.

§ Ibid., p. 30.

30th June, 1959. If quarterly adjustments were not restored, the ultimate increase should be 20s. a week, the amount of the increase to be spread over a period of eighteen months, payable as to 10s. as from the first pay-period in July, 1959, with an increase of 2s. 6d. on each of the first pay-periods in January, April, July and October, 1960.

In giving his reasons for the proposed increase, Foster *J.* reviewed the indicators of the state of the economy and referred to economic and statistical material submitted by counsel for the Commonwealth, which, he said, "confirms my opinion that the economy, seen at this point of time, is sounder than it was last year, and indeed, in some of the years when the Commission did in fact raise the basic wage".\*

Although reluctant to depart from his views as to the amount of the increase, Foster *J.* decided to concur in the proposed decision of the President, in order that the Commission might reach an effective decision.

*Gallagher J.*—On the question of whether there should be a restoration of the quarterly adjustment system, Gallagher *J.* said that he was in complete agreement with Kirby *C.J.*, and with the reasons which the President had given for his conclusion, and added:—"Between December, 1950, and November, 1952, the operation of quarterly adjustments caused the basic wage for Sydney to move from 165s. to 237s. A system which, without any examination of the capacity of the economy to pay, added a sum of £3 12s. weekly to a basic wage in so short a time was quite unsuitable for modern conditions. . . .†

Gallagher *J.*, after setting out in general terms the arguments of the unions and the employers and summarizing the essentials of the submissions of the Commonwealth, stated that in his opinion the economy of the country was such as would sustain a higher basic wage, but the amount claimed by the unions was too high. In giving reasons for his opinion, he said ". . . it is almost certainly the position that every male employee in the community who works under an industrial award receives something over and above the basic wage, and in the determination whether he is receiving his proper share of the national wealth . . . this is a relevant and material matter for consideration."‡ In support of this view he quoted pronouncements made in a number of previous basic wage inquiries.

After referring to a number of matters which he considered should be taken into account in the assessment of a basic wage, Gallagher *J.* said "Minded of the general considerations which I have set out, giving due recognition on the one hand to the improved state of the economy and on the other hand to the undoubtedly heavy losses which were suffered by the country because of the combined effect of the 1957 drought and of reduced export prices, and taking into account that amongst the employers who will be called upon to meet basic wage increases are farmers who have recently suffered a big loss of income, I am of the opinion that the sum of ten shillings represents the highest weekly payment which the economy should be called upon to sustain in respect of an increase of each basic wage for adult males covered by relevant awards or agreements."§

He then proceeded to state briefly his reasons for rejecting the application for a lower basic wage in the pastoral industry. He was of the opinion that "it would in the absence of the most exceptional circumstances be wholly undesirable and against the interests of industrial peace that there should be for employees in the rural industries a basic wage lower than that which is prescribed for other employees."§

\* Print No. A6618, p. 37.

† Ibid., p. 49.

‡ Ibid., p. 53.

§ Ibid., p. 55.

(xiv) *Basic Wage Inquiry*, 1960.—The judgment was delivered on 12th April, 1960. Particulars of the claims made by employee organizations and the decision given will be found in Section X. of the Appendix.

(xv) *Rates Operative, Principal Towns*.—The “basic” wage rates of the Commonwealth Conciliation and Arbitration Commission for adult males and females, operative in the principal towns of Australia as from the beginning of the first pay-period commencing on or after 11th June, 1959, are shown in the following table:—

COMMONWEALTH BASIC WAGE: WEEKLY RATES (a), JUNE, 1959.

City or Town.	Rate of Wage.		City or Town.	Rate of Wage.	
	Males.	Females.		Males.	Females.
	£ s. d.	£ s. d.		£ s. d.	£ s. d.
New South Wales—			Western Australia—		
Sydney .....	14 3	0 10 12 0	Perth .....	13 16	0 10 7 0
Newcastle .....	14 3	0 10 12 0	Kalgoorlie .....	14 3	0 10 12 0
Port Kembla-Wol- longong .....	14 3	0 10 12 0	Geraldton .....	14 9	0 10 16 6
Broken Hill .....	14 7	0 10 15 0	Five Towns .....	13 17	0 10 7 6
Five Towns .....	14 2	0 10 11 6	Tasmania—		
Victoria—			Hobart .....	14 2	0 10 11 6
Melbourne .....	13 15	0 10 6 0	Launceston .....	13 18	0 10 8 6
Geelong .....	13 15	0 10 6 0	Queenstown .....	13 13	0 10 4 6
Warrnambool .....	13 15	0 10 6 0	Five Towns .....	14 0	0 10 10 0
Mildura .....	13 15	0 10 6 0	Thirty Towns .....	13 16	0 10 7 0
Yallourn (b) .....	14 1	6 10 11 0	Six Capital Cities .....	13 16	0 10 7 0
Five Towns .....	13 15	0 10 6 0	Northern Territory (d)—		
Queensland—			Darwin .....	14 15	0 11 1 0
Brisbane .....	12 18	0 9 13 6	South of 20th Paral- lel .....	14 2	0 10 11 6
Five Towns .....	12 19	0 9 14 0	Australian Capital Ter- ritory—		
South Australia—			Canberra .....	13 18	0 10 8 6
Adelaide .....	13 11	0 10 3 0			
Whyalla and Iron Knob (c) .....	13 16	0 10 7 0			
Five Towns .....	13 10	0 10 2 6			

(a) Operative from the beginning of the first pay-period commencing on or after 11th June, 1959.  
 (b) Melbourne rate plus 6s. 6d. for males; 75 per cent. of male rate for females. (c) Adelaide rate plus 5s. for males; 75 per cent. of male rate for females. (d) See pp. 60 and 62 regarding special loadings.

Prior to 1st January, 1961, the rate for provincial towns, other than those mentioned above, was 3s. less than that for their respective capital cities. From that date the “3s. country differential” was eliminated from Commonwealth awards.

The rate for adult females is 75 per cent. of the male rate.

A table of adult male basic wage rates from 1923 to 1959 will be found in Section XI. of the Appendix.

3. **Basic Wage Rates for Females.**—(i) *General*.—In its judgment of 17th April, 1934, wherein the Commonwealth Court of Conciliation and Arbitration laid down the basis of its “needs” basic wage for adult males, the Court made the following statement in regard to the female rate:—

“The Court does not think it necessary or desirable, at any rate at the present time, to declare any wage as a basic wage for female employees. Generally speaking they carry no family responsibilities. The minimum wage should, of course, never be too low for the reasonable needs of the

employee, but those needs may vary in different industries. In the variations now to be made the proportion in each award of the minimum wage for females to that of males will be preserved.”\*

The previous practice of the Court was therefore continued whereby each judge granted such proportion of the male rate as he deemed suited to the nature of the industry and the general circumstances of the case. Generally speaking, this proportion was in the vicinity of 54 per cent. of the male rate, although in some cases the proportion was about 56 per cent.

Until 1942 this continued to be substantially the practice of all Commonwealth and State industrial tribunals and in the main its continuance was then made mandatory by Part V. of the National Security (Economic Organization) Regulations which “pegged”, as at 10th February, 1942, all rates of remuneration previously prevailing in any employment. The only exceptions allowed were variations to rectify anomalies, variations resultant from hearings pending prior to 10th February, 1942 and “cost of living” variations.

In March, 1942, however, special action was taken to constitute a Women’s Employment Board in conjunction with measures to encourage women to undertake, in war-time, work which would normally have been performed by men. This Board was given special jurisdiction to determine terms and conditions of such employment. The Commonwealth Court of Conciliation and Arbitration and State Industrial Tribunals continued to determine rates of pay, etc., of women engaged in what may broadly be described as “women’s work” in the pre-war sense, while the jurisdiction of the Women’s Employment Board was made to cover women engaged during the war in work formerly performed by men or in new work which immediately prior to the outbreak of the war was not performed in Australia by any person.

In July, 1944, National Security (Female Minimum Rates) Regulations authorized the Commonwealth Court of Conciliation and Arbitration to make comprehensive investigations into minimum rates of wage payable to females in industries considered by the Government to be necessary for war purposes. Determinations could be made for any period specified by the Court but not extending beyond six months after the end of the war. In making such determinations the Court was not bound by Part V. of the National Security (Economic Organization) Regulations, although such regulations applied to the new rates after determination. The objective of the National Security (Female Minimum Rates) Regulations was to remove disparities which were creating discontent and impeding the manpower authority in redistributing female labour to vital industries.

In a judgment delivered on 4th May, 1945,† the majority of the Full Court decided that wage rates in twelve “vital” industries referred by the Government for consideration were not unreasonably low.

Following this negative result, the Government, by National Security (Female Minimum Rates) Regulations (S.R., 1945, No. 139) dated 13th August, 1945, provided in respect of “vital” industries specified by the Minister by notice published in the *Gazette* that the remuneration of females employed therein should not be less than 75 per cent. of the corresponding minimum male rate. The validity of this Regulation was challenged in the High Court but, in a judgment dated 3rd December, 1945, the Court (Starke J. dissenting) held that the Regulations were a valid exercise of the powers under the National Security Act 1939–1943. The rates under this Regulation commenced to operate from 31st August, 1945.

\* *Commonwealth Arbitration Reports*, Vol. 33, p. 156.

† 54 C.A.R., p. 613.

As from 12th October, 1944, the Women's Employment Board was abolished. The function of the Board under the Women's Employment Act then devolved upon the Court as constituted by a judge designated by the Chief Judge. (See S.R., 1944, No. 149.) The Women's Employment Regulations continued to operate until 1949, when, by a judgment of the High Court, such continuation was declared invalid.

A brief account of the functions allotted to and of the principles followed by the Women's Employment Board and a summary of its activities may be found in Labour Report No. 36, pages 84-6.

(ii) *Judgment by Commonwealth Court of Conciliation and Arbitration, 1943.*—On 24th March, 1943, a case involving determination of general principles as to rates of wage of female employees not within the jurisdiction of the Women's Employment Board was remitted to the Commonwealth Court of Conciliation and Arbitration by the Minister for Labour and National Service under Regulation 9 of the National Security (Industrial Peace) Regulations, particularly as affecting female workers at Government small arms ammunition factories. The rates in these cases were considered by their trade union to be anomalous compared with those awarded by the Women's Employment Board to certain other women employed in those factories. The Court, in its judgment dated 17th June, 1943,\* rejected the contentions of the union (The Arms, Explosives and Munition Workers Federation of Australia) and enunciated in full the principles followed by the Court in determining female rates of wage within its jurisdiction.

In order to place the matter in perspective in its relation to the basic wage for males, the Court traced the history of the principles on which the basic wage for males was determined from its original declaration by Mr. Justice Higgins in his "Harvester" judgment of 1907 (see page 37).

The Court then pointed out that, since 1930, the adequacy of the wage to meet the normal and reasonable needs of a family of husband, wife and at least one child had not been questioned. The Court stated that, until a proper investigation demonstrated the contrary to be the case, it could not but hold that the amount provided was more than sufficient to meet the normal and reasonable requirements of an unmarried worker with no dependents to support out of his earnings. And the same might be said of the living or basic wages determined by authorities functioning under State legislation as appropriate for male employees within their jurisdiction.

The Court in its judgment then set out decisions arrived at by various Commonwealth and State Courts since 1912, when the Commonwealth Court first dealt directly with the problem of women's wages. Mr. Justice Higgins dealt with the case, and stated "I fixed the minimum in 1907 of 7s. per day by finding the sum which would meet the normal needs of an average employee, one of his normal needs being the need for domestic life. If he has a wife and children, he is under an obligation—even a legal obligation—to maintain them. How is such a minimum applicable to the case of a woman . . . ? She is not, unless perhaps in very exceptional circumstance, under any such obligation. The minimum cannot be based on exceptional cases."

In respect of the "minimum rate" enjoined by the Commonwealth Arbitration Act, he held that "Nothing is clearer than that the 'minimum rate' referred to in section 40 means the minimum rate for a class of workers, those who do work of a certain character. If blacksmiths are the class of workers, the minimum rate must be such as recognizes that blacksmiths are usually men.

\* *Commonwealth Arbitration Reports*, Vol. 50, p. 191.

If fruit-pickers are the class of workers, the minimum rate must be such as recognizes that, up to the present at least, most of the pickers are men (although women have been usually paid less), and that men and women are fairly in competition as to that class of work. If milliners are the class of workers, the minimum rate must, I think, be such as recognizes that all or nearly all milliners are women, and that men are not usually in competition with them.”\*

The Court stated that the general rule adopted and followed by the Australian industrial authorities in the assessment of wages for adult women workers, engaged upon work suitable for women in which they could not fairly be said to be in competition with men for employment, had been and still was to fix a foundational amount, calculated with reference to the needs of a single woman who had to pay for her board and lodging, had to maintain herself out of her earnings, but had no dependants to support; and to add thereto appropriate marginal amounts in recognition of the particular skill or experience of the particular workers in question or as compensation for the particular conditions which they encountered in their occupations.

However, the foundational wage was in principle and justice different from that assessed for male workers. The Court said “the man’s basic wage is more than sufficient for his personal needs; it purports to provide him with enough to support some family. The woman’s, on the other hand, purports to be enough for her to maintain herself only. No allowance is made for the support of any dependants. The man’s wage has been measured by this Court with reference to the dominating factor of the productive capacity of industry to sustain it and with due regard consequently to what its application in industry will mean, to the marginal structure which rises above it, and to the consequent wages which will in accordance with established rules and practice be paid to women and to minors.”†

In the course of the hearing the Chief Judge drew attention to the necessity which would occur, if women’s rates were to be assessed on the basis that relative efficiency and productivity (as between men and women) were to constitute the dominant factor, for a review of the principles in accordance with which the basic wage has been determined.

“It is desirable that we should indicate as clearly as possible the effect of the conclusions to which the review of the principles of wage assessment we have made has led us. It is that, so long as the foundational or basic wage for women is assessed according to a standard different from that which is the basis of the foundational or basic wage—a family wage—for men, the Court will not, in the exercise of its function of adjudicating between opposing interests, raise the general level of women’s minimum wages in occupations suitable for women, and in which they do not encounter considerable competition from men, according to a comparison of their efficiency and productivity with the efficiency and productivity of men doing substantially similar work. To do so would at once depress the relative standard of living of the family as a group, and of its individual members, as compared with that of the typical single woman wage-earner.”†

(iii) *Further Judgments*.—In December, 1943,‡ Drake-Brockman *J.*, in dealing with women employees in the Clothing (Dressmaking and Tailoring Sections) and Rubber industries, awarded for the duration of the war and for six months thereafter as a “flat rate” for the industry 75 per cent. of the “needs” basic wage, plus the “prosperity” and “industry” loadings ordinarily applicable. The reason for this action was to overcome the exceptionally heavy

\* Commonwealth Arbitration Reports, Vol. 6, p. 72.  
pp. 632 and 648.

† 50 C.A.R., p. 213.

‡ 51 C.A.R.,

wastage of the employees in the industry which had occurred during the previous three years and to attract women to the industry and thereafter to retain them for some reasonable period of time after they had been trained.

In July, 1944, the National Security (Female Minimum Wage) Regulations extended the discretion of the Commonwealth Court of Conciliation and Arbitration in fixing female minimum wage rates in "vital" industries in war-time as briefly described on page 53.

The Commonwealth Conciliation and Arbitration Act 1947 (*see* Labour Report No. 37, page 50) provided amongst other things that "a Conciliation Commissioner shall not be empowered to make an order or award altering . . . . (d) the minimum rate of remuneration for adult females in an industry." As the result of doubts which arose as to the powers of the Commissioners to "fix" a basic wage, the matter came before the Full Court of the Commonwealth Court of Conciliation and Arbitration for clarification at the instance of several trade unions. Judgment was delivered on 27th July, 1948, and it was held that Conciliation Commissioners had jurisdiction to fix the female rates in question under the provisions of the Act, but it was also held that the provision referred only to the basic element in any prescribed female rates. Where, however, such a prescribed rate did not specifically fix or disclose the basic wage element, the appropriate Conciliation Commissioner had to fix the rate, and when such rate had been fixed its alteration became a matter for the Court. In view of the fact that there were fifteen Commissioners whose views might differ as to the element of the rates of pay of adult females which could be ascribed to an adult female basic wage analogous to the basic wage for adult males, the Government in December, 1948 passed an Act (No. 77 of 1948) further amending the above-mentioned Act to authorize the Court—and the Court alone—to fix the basic rate by providing that "a Conciliation Commissioner shall not be empowered to make an order or award . . . . (d) determining or altering the minimum rate of remuneration for adult females in an industry."

A further amending Act (No. 86 of 1949) empowered the Court to determine or alter a "basic wage for adult females" which was defined as "that wage, or that part of a wage, which is just and reasonable for an adult female, without regard to any circumstance pertaining to the work upon which, or the industry in which, she is employed."

At the end of the 1949-50 Basic Wage Inquiry (*see* page 41), the Commonwealth Court of Conciliation and Arbitration by a majority decision fixed a new basic weekly wage for adult females at 75 per cent. of the corresponding male rate, operative from the beginning of the first pay-period commencing in December, 1950.

In the 1952-53 Basic Wage and Standard Hours Inquiry the employers claimed a reduction in the proportion the female basic wage bore to the male basic wage from 75 to 60 per cent., on the grounds that the existing ratio was unjust and unreasonable having regard to the principles of male basic wage fixation and that it constituted an additional burden on employers at a time when the economy was adversely affected by the level of wage costs. The Court decided that there was no basis for a review of the existing ratio and ordered that the female basic wage should remain at 75 per cent. of the male basic wage.

Further particulars regarding female basic wage rates may be found in Labour Report No. 46, pages 75-81, and earlier issues.

**4. Australian Territories.**—(i) *Australian Capital Territory.*—Prior to 1922 the lowest rate payable to an unskilled labourer was not defined as a basic

wage, as all wages were paid under the authority of the Federal Capital Commission as a lump sum for the particular occupation in which the worker was employed, but in 1922 an Industrial Board commenced to operate under a local Ordinance (see page 17). A summary of the decisions made by the Industrial Board during its period of operation was given in earlier issues of the Labour Report (see No. 40, page 89).

By an amending Ordinance, No. 4 of 1949, the Industrial Board was abolished and its functions were transferred to the Commonwealth Court of Conciliation and Arbitration, which assigned a Conciliation Commissioner to the Australian Capital Territory. It was provided, however, that all orders and agreements in existence should continue to operate subject to later orders, awards and determinations made by the Court.

An amendment to the Commonwealth Conciliation and Arbitration Act, operative from 30th June, 1956, transferred the respective functions of the Commonwealth Conciliation and Arbitration Court to the Commonwealth Conciliation and Arbitration Commission and the Commonwealth Industrial Court. The Conciliation Commissioner mentioned above, under the amended legislation, became the Commissioner for the Australian Capital Territory.

In reviewing the Australian Capital Territory awards following its decision of 12th October, 1950, the Commonwealth Court of Conciliation and Arbitration fixed the Canberra basic wage at £8 5s. a week for adult males, operative from the beginning of the first pay-period commencing in December, 1950.\* This amount was the "needs" basic wage as expressed by the Court's Second Series index number for Canberra for the September quarter, 1950, with the prescribed addition of £1 5s. The new rate represented an increase of 13s. 6d. a week over that previously payable.

Until August, 1953, the basic wage for the Australian Capital Territory was varied each quarter in accordance with movements in the "C" Series retail price index numbers. However, following a decision of the Commonwealth Court of Conciliation and Arbitration to delete automatic adjustment clauses from its awards, etc. (see page 42), the basic wage for the Australian Capital Territory remained unchanged from August, 1953 until June, 1956, when an increase of 10s. became payable for adult males. Since then, the uniform increases made to the basic wage by the Court and the Conciliation and Arbitration Commission have applied, and the basic wages for the Australian Capital Territory, under awards of the Commonwealth Conciliation and Arbitration Commission, payable as from the first pay-period on or after 11th June, 1959, were £13 18s. for adult males and £10 8s. 6d. for adult females.

(ii) *Northern Territory*.—The determination of the basic wage for this Territory comes within the jurisdiction of the Commonwealth Conciliation and Arbitration Commission.

There are, in fact, two basic wages operating—(a) in respect of areas north of the 20th parallel of south latitude, and generally referred to as the "Darwin" rate, and (b) in respect of areas south of that parallel. These are calculated on different bases as set out in the following paragraphs.

(a) *The Darwin Basic Wage*.—This wage was first determined by the Court in 1915† when the Deputy President (Powers J.) awarded a rate of £3 17s. a week, or 1s. 9d. an hour, for an unskilled labourer, which included a weekly allowance of 4s. for lost time.

The basic wage level again came under consideration when the wage for carpenters and joiners was reviewed by Mr. Justice Powers in 1916-17.‡ The Judge referred to an agreement dated 2nd June, 1916, between the Amalgamated Carpenters and Joiners and the Northern Agency (formerly Vestey Brothers),

\* Commonwealth Arbitration Reports, Vol. 69, p. 486.

† 9 C.A.R., p. 1.

‡ 11 C.A.R., p. 51.

which provided for rates based on a budget of the estimated living requirements of a family consisting of a man, wife and two dependent children, amounting to £3 11s. 1d. a week. However, as the amount awarded (2s. 4d. an hour) for carpenters was over £5 a week, the Judge felt that a fair living wage was fully assured. His Honor stated that he did not find anything to cause him to alter the judgment given on 15th March, 1915, when he prescribed a wage of 1s. 9d. an hour.

Until 1924 the practice of the Court was to fix the basic wage in accordance with the principles laid down in 1916, and in connexion with an application in 1924 concerning the rate for employees of the Commonwealth Railways, when the wage for these workers stood at £5 4s. 6d., the Judge (Powers J.) refused to alter the wage. He stated that he had in mind the amount of £4 12s., to which he would have felt justified in adding £1 to compensate for the many disadvantages caused by isolation, especially the loss of or extra expense of the proper education of the children. He considered, therefore, that the wage of £5 4s. 6d. then payable contained a special allowance on such account, and that the question of such special allowances was a matter for employers and employees to settle between themselves.\*

In 1927† Judge Beeby also referred to the regimen of 1916, and implied that since then it had formed the foundation of the basic wages fixed by the Court, and that the sufficiency of the regimen, except as to rent and one or two minor omissions, had never been questioned. On this occasion he fixed the basic wage at £5 10s. a week, or 2s. 6d. an hour, including £1 a week district allowance which was suggested by Mr. Justice Powers in his 1924 award as being a reasonable amount.

As there was no adjustment clause in operation in Territory awards, the basic wage of £5 10s. a week remained in operation until 1934 (except for the reduction by the Financial Emergency Act 1931 to £4 16s. 3d.).

In 1934‡ the Full Court for the first time considered the basic wage. The Court brought the regimen of the 1916 agreement up to date, altered the rent figure from 45s. to 65s. a month, and arrived at the amount of £4 10s. 9d. a week. This was £1 4s. 9d. above the Court's "needs" basic wage recently declared for the six capital cities, the Court regarding the difference as representing the extra amount required to purchase the same standard of living as in the six capital cities, with nothing by way of compensation allowance. Automatic adjustment provisions first introduced into the awards by this judgment were effected by inserting an appropriate adjustment scale based on the equation of £4 10s. 9d. to the Food and Groceries retail price index number (Special) 1,184 for Darwin for the month of August, 1934.

In 1938§ the Court granted a "loading" of 3s. a week on the wage because the Commonwealth Government had extended to the Territory its general civil service increase of £8 a year.

In 1939 an additional amount was added to the basic wage as a special loading to offset the increase in the cost of living not reflected by the index numbers. The loading was 16s. 3d. for employees on works and 10s. for railway employees.|| In February, 1940, before an automatic adjustment increase of 2s. became payable, the Court suspended the adjustment clause pending further inquiry.¶

In 1941\*\* the Full Court again reviewed the basic wage and, after a full investigation of its past history, awarded £5 12s. 9d., made up of (a) £4 10s. 9d.

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\* Commonwealth Arbitration Reports, Vol. 20, p. 737. † 25 C.A.R., p. 898. ‡ 33 C.A.R., p. 944. § 39 C.A.R., p. 501. || 40 C.A.R., p. 323 and 41 C.A.R., p. 269. ¶ 42 C.A.R., p. 164. \*\* 44 C.A.R., p. 253.

awarded in 1934; (b) 4s. in respect of accrued adjustments since 1939; (c) 5s. additional allowance for rent; and (d) two constant (unadjustable) "loadings" of 3s. and 10s. a week. The Court also restored the adjustment clause by equating £4 15s. 9d. of the foregoing amounts (£4 10s. 9d. plus 5s. rent) to the base index 1,184 of the former adjustment scale (based solely on the Food and Groceries price index number). This, however, never became effective, because it was superseded early in 1942 by the Blakeley Orders referred to below. The two "loadings" were not made adjustable. All other "loadings" mentioned above were dropped.

The basis of adjustment was altered by A. Blakeley, *C.C.*, by Orders dated 29th January, 1942,\* owing to the urgent necessity to provide, over the period of the war, for adjustments in respect of rent, clothing and other miscellaneous items of domestic expenditure which, with the exception of rent, had already increased considerably in price throughout Australia, and threatened to increase further as the war continued. Adjustment by means of the Food and Groceries Index only was therefore no longer doing justice to the workers of the Territory, since the workers elsewhere in Australia were enjoying the benefit derived from the adjustment of their wages by means of the more comprehensive "C" Series retail price index.

As there was no "C" Series retail price index for the Territory, nor was it possible to compile one on the basis of prices in Darwin, the only alternative was to create a "composite" index with the help of prices for these additional items from some other town of somewhat similar living conditions. The town selected as being most suitable for this purpose was Townsville, and the "composite" index was therefore computed on the basis of food and groceries prices in Darwin, combined with Townsville prices for rent, clothing and other miscellaneous items of domestic expenditure mentioned above, the index being designated "The Darwin Special 'All Items' Index".

Taking the December quarter, 1940, as a suitable period upon which adjustments should be based, for which quarter the Special "All Items" index number was 1,036, the Court's basic wage of £4 19s. 9d. (including 4s. for accrued adjustments) declared in its judgment of 7th April, 1941† was related (not "equated") to the index number division (1031-1043) containing index number 1,036 of the "C" Series adjustment scale formerly used by the Court in its awards (Base: 1923-27 = 1,000 = 81s.), thus giving workers in the Territory the same basis of adjustment as that operating in respect of all workers throughout Australia coming within the jurisdiction of the Court. It should be noted in this connexion that the Court's "needs" equivalent of index number 1,036 was 84s., so that 15s. 9d. of the Darwin wage was left "unadjustable". The rate payable from 1st February, 1942 (when the new basis first became operative), on the basis of index number 1,099 for the December quarter, 1941, was therefore £5 17s. 9d., inclusive of 5s. by adjustments under the scale since the December quarter, 1940 (1,036), and the two unadjustable "loadings" of 3s. and 10s. granted by the Court's judgment of 7th April, 1941.

Following the bombing of Darwin on 19th February, 1942, and on subsequent occasions, it was no longer possible to obtain even food and groceries prices in Darwin, and a system was introduced by which food and grocery prices in the Special Index for Darwin were varied in accordance with fluctuations in food and grocery prices in Alice Springs and Tennant Creek.‡

On an application by the unions for the addition to the basic wage in the Territory of the amount of 7s. a week added by the Court elsewhere in

\* *Commonwealth Arbitration Reports*, Vol. 46, p. 411.      † 44 *C.A.R.*, p. 253.      ‡ 48 *C.A.R.*, p. 20.

Australia by its "Interim" Basic Wage Judgment of 13th December, 1946 (*see* page 40), the Full Court, on 13th March, 1947, decided to postpone the matter pending a general review of the basic wage in the Territory, although the Court granted the amount in the case of areas south of the 20th parallel of south latitude (*see* below). This further review was opened in Darwin with preliminary evidence taken by J. H. Portus, *C.C.*, on 16th February, 1948, and ultimately dealt with by the Full Court in Adelaide on 20th May, 1948. The Court made an "interim" judgment, pending the hearing and finalization of the 1949-50 basic wage inquiry (*see* page 41), granting the current equivalent of the 7s. referred to above, namely, 8s. In the judgment the Court adopted as from the March quarter, 1948, the new Darwin Special "All Items" Index (containing the restored prices of food and groceries for Darwin proper, plus Townsville prices for rent, clothing and miscellaneous items), namely, 1,283, and transferred the basis of adjustment from the existing automatic adjustment scale ("C" Series) on 1,000 = 81s. a week to the new scale on 1,000 = 87s. a week—in conformity with the "Court" Index (2nd Series). The new basic wage was to come into operation from the beginning of the first pay-period commencing after 20th May, 1948. The resultant total basic wage payable was therefore £7 0s. 9d., made up of £5 12s. (the "needs" equivalent of index number 1,283 mentioned above), the "unadjustable" amount of 15s. 9d. (*see* page 59) and the loading of 3s. and 10s.

Consequent upon the decision of the Commonwealth Court of Conciliation and Arbitration in the 1949-50 Basic Wage Inquiry, an "interim" increase of £1 2s. a week was authorized pending a special inquiry into the fixation of a new basic wage for the Northern Territory.\* As a result of the latter inquiry the Court announced, on 19th November, 1951, that it would make an order based upon the consent and agreement of the parties for a basic wage in the Northern Territory of £10 10s. a week. The new rates were operative from the beginning of the first pay-period commencing in November, 1951. The Darwin Special "All Items" index (*see* above) was retained as the basis for subsequent quarterly adjustments but with the index number of 1824 equated to 200s. a week. Subsequently, by decisions of the Conciliation Commissioner, a special loading of 10s. a week, operative from the same date as the new basic wage, was added to the wage rates in the Commonwealth Railways (Northern Territory) Award and that part of the Commonwealth Works and Services (Northern Territory) Award applicable north of the 20th parallel of south latitude. Similar loadings have since been included in a number of other awards.

Prior to the suspension, in September, 1953, of automatic quarterly adjustments by the Commonwealth Court of Conciliation and Arbitration, the basic wage for this area was varied in accordance with movements in the "C" Series retail price index numbers. Since then, the uniform increases made to the basic wage by the Court and the Conciliation and Arbitration Commission have applied, and the basic wages payable as from the first pay-period commencing on or after 11th June, 1959 were £14 15s. for adult males and £11 1s. for adult females.

(b) *Northern Territory (South of the 20th parallel of South Latitude).*—There are two main groups of employees in this area of the Northern Territory, namely, employees of the Commonwealth Railways and employees of the Department of Works (formerly the Works and Services Branch of the Department of the Interior).

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\* *Commonwealth Arbitration Reports*, Vol. 69, p. 836.

Prior to 1937, all employees of Commonwealth Railways, except clerks, were covered by awards of the Commonwealth Court of Conciliation and Arbitration, but since that year rates of pay for certain occupations have been prescribed by determinations of the Commonwealth Public Service Arbitrator. It has been the practice of the Court and the Public Service Arbitrator to fix a common base rate for Commonwealth Railways employees (the main centre being Port Augusta) and to provide, by means of "district allowances", additional rates to employees in isolated areas.

Prior to 3rd February, 1935, Commonwealth employees (other than Commonwealth Railways employees) engaged in the Northern Territory south of the 20th parallel of south latitude were paid the Darwin basic wage. The Full Court, in a judgment issued on 13th November, 1934,\* fixed a rate of £4 a week for Works and Services employees, which included an amount of 7s. a week to cover the cost of freight on goods purchased from the Railway Stores at Port Augusta. This rate compared with £4 10s. 9d. being paid in areas north of the 20th parallel, and with £3 5s. in Adelaide.

Provision was also made for the adjustment of this wage to be made in the manner provided by the Court for railway employees at Alice Springs, namely, on the basis of the Court's "C" Series adjustment scale in accordance with the variations of the "Special" index number for Port Augusta (inclusive of Railway Stores prices for groceries and dairy produce). Although no base index number was mentioned, it can be taken that the base index number division of the scale (809-820 = 66s.) was the starting point of the variations and was related to a total basic wage of £4, as this division contained "C" Series index number 819 (Special) for the September quarter, 1934—from which it will also be observed that only 66s. of the total wage was actually adjustable.

The 3s. a week "loading" granted by the Court in 1938 (*see* page 58) applied to employees located south of the 20th parallel of south latitude as well as to those engaged north thereof.

At a hearing on 12th and 13th March, 1947, the Full Court granted to workers in this area the amount of 7s. a week consequent upon its "Interim" Basic Wage Judgment of 13th December, 1946, as an addition to the "adjustable" part of the basic wage applicable. The questions raised as to a general review of the basic wage in the Territory as a whole were postponed pending the hearing and finalization of the 1949-50 Basic Wage Inquiry (*see* page 41).

By an Order of 11th October, 1949, the Full Court amended the existing award to provide for the adjustment to date and thereafter (by means of the "C" Series Automatic Adjustment Scale) of the 7s. a week "excess" over the contemporaneous "needs" rate granted by the Full Court on 13th November, 1934 (*see* above). The relevant "Special" "C" Series index number for the latter period (as indicated above) was 819, equivalent to a "needs" wage of £3 6s. a week, and the above adjustment was effected by an additional column to the scale, calculated on the basis of raising the weekly "needs" equivalents by the ratio of 73s. to 66s., or by multiplying the successive weekly "needs" rates by the factor 1.10606. Thus, the base rate of the scale 1000 = 87s. became 96s.

The Order came into operation from the first Sunday in December, 1949, with the index number for the September quarter, 1949 as the starting point. The "needs" rate for this was £6 1s., which by the above formula became

\* Commonwealth Arbitration Reports, Vol. 33, p. 947.

£6 14s., and to this were added the loadings previously payable of 7s. for "Freight Costs" and 3s. for "Prosperity" loading, making a total basic wage of £7 4s., representing an increase of 6s. a week over the basic wage calculated on the former basis.

Consequent upon the decision of the Commonwealth Court of Conciliation and Arbitration in the 1949-50 Basic Wage Inquiry (see page 41), an "interim" increase of £1 2s. a week was authorized, pending a special inquiry into the fixation of a new basic wage for the Northern Territory. As a result of the latter inquiry the Court announced, on 19th November, 1951, that it would make an order based upon the consent and agreement of the parties for a basic wage in the Northern Territory of £10 10s. a week. The new rates were operative from the beginning of the first pay-period commencing in November, 1951. The Port Augusta Special "All Items" Index (see p. 61) was retained as the basis for subsequent quarterly adjustments but with the index number of 1757 equated to 194s. a week. Subsequently, by decisions of the Conciliation Commissioner, a special loading of 7s. a week, operative from the same date as the new basic wage, was added to the wage rates in the Commonwealth Works and Services (Northern Territory) Award applicable south of the 20th parallel of south latitude. Similar loadings have since been included in a number of other awards.

Prior to the suspension, in September, 1953, of automatic quarterly adjustments by the Commonwealth Court of Conciliation and Arbitration, the basic wage for this area was varied in accordance with movements in the "C" Series retail price index numbers. Since then, the uniform increases made to the basic wage by the Court and the Conciliation and Arbitration Commission have applied, and the basic wages payable as from the first pay-period commencing on or after 11th June, 1959 were £14 2s. for adult males and £10 11s. 6d. for adult females.

**5. State Basic Wages.**—(i) *New South Wales.*—The first determination under the New South Wales Industrial Arbitration Act of a standard "living" wage for adult male employees was made on 16th February, 1914, when the Court of Industrial Arbitration fixed the "living" wage at £2 8s. a week for adult male employees in the metropolitan area. A Board of Trade established in 1918, with power to determine the living wage for adult male and female employees in the State, made numerous declarations during the period 1918 to 1925, but ceased to function after the Industrial Arbitration (Amendment) Act, 1926 transferred its powers, as from 15th April, 1926, to the Industrial Commission of New South Wales. The Industrial Arbitration (Amendment) Act, 1927 altered the constitution of the Industrial Commission from a single Commissioner to one consisting of three members. Act No. 14 of 1936, however, provided for the appointment of four members and Act No. 36 of 1938 for the appointment of not less than five and not more than six members. The Commission was directed, *inter alia*, "not more frequently than once in every six months to determine a standard of living and to declare . . . the living wage based upon such standard for adult male and female employees in the State." The Industrial Arbitration (Amendment) Act, 1932 directed the Commission within twenty-eight days from the end of the months of March and September to adjust the living wages so declared to accord with the increased or decreased cost of maintaining the determined standard. The first declaration of the Commission was made on 15th December, 1926, when the rate for adult males was fixed at £4 4s. a week, the same rate as that previously declared by the Board of Trade. The adult male rate was determined on the family unit of a man, wife and two children from 1914 to 1925; a man

and wife only in 1927, with family allowances for dependent children; and a man, wife, and one child in 1929, with family allowances for other dependent children. However, with the adoption in 1937 of the Commonwealth basic wage (see below), the identification of a specified family unit with the basic wage disappeared.

Employees in rural industries are not covered by the rates shown in the following table; a living wage for rural workers of £3 6s. a week was in force for twelve months from October, 1921 and a rate of £4 4s. operated from June, 1927 to December, 1929, when the power of industrial tribunals to fix a living wage for rural workers was withdrawn. This power was restored by an amendment to the Industrial Arbitration Act made in June, 1951.

The variations in the living wage determined by the industrial tribunals of New South Wales are shown below:—

#### BASIC WAGE DECLARATIONS IN NEW SOUTH WALES.

(State Jurisdiction.)

Male.		Female.	
Date of Declaration.	Basic Wage per Week.	Date of Declaration.	Basic Wage per Week.
	£ s. d.		£ s. d.
16th February, 1914	2 8 0	17th December, 1918	1 10 0
17th December, 1915	2 12 6	23rd December, 1919	1 19 0
18th August, 1916	2 15 6	23rd December, 1920	2 3 0
5th September, 1918	3 0 0	22nd December, 1921	2 1 0
8th October, 1919	3 17 0	9th October, 1922	1 19 6
8th October, 1920	4 5 0		2 0 0
8th October, 1921	4 2 0		2 1 6
12th May, 1922	3 18 0		2 2 6
10th April, 1923	3 19 0		2 6 0
7th September, 1923	4 2 0		2 4 6
24th August, 1925	4 4 0		1 18 0
27th June, 1927	4 5 0	(a)	1 17 0
20th December, 1929	4 2 6		1 16 0
26th August, 1932	3 10 0		1 16 6
11th April, 1933	3 8 6		1 17 0
20th October, 1933	3 6 6	(b)	1 17 6
26th April, 1934	3 7 6		1 18 0
18th April, 1935	3 8 6		1 18 6
24th April, 1936	3 9 0		
27th October, 1936	3 10 0		
27th April, 1937	3 11 6(c)		

(a) From 1923 dates of declaration were the same as those for male rates. (b) Rate declared, £1 15s. 6d., but law amended to provide a rate for females at 54 per cent. of that for males. (c) From October, 1937 until November, 1955, when automatic quarterly adjustment was reintroduced in New South Wales, the rates followed those declared for that State by the Commonwealth Court of Conciliation and Arbitration.

Following on the judgment of the Commonwealth Court of Conciliation and Arbitration of 23rd June, 1937 (see page 39), the Government of New South Wales decided to bring the State basic wage into line with the Commonwealth rates ruling in the State, and secured an amendment of the Industrial Arbitration Act (No. 9 of 1937) to give effect thereto. The Act came into operation from the commencement of the first pay-period in October, 1937. The general principles laid down by the Commonwealth Court were followed as closely as practicable and provision was made for the automatic adjustment of wages in conformity with variations of retail prices as shown by the Commonwealth Court's "All Items" retail price index numbers. The Commonwealth

Court's principle of treating the "Prosperity" loadings as a separate and non-adjustable part of the total basic wage was adopted. The rates for country towns were, with certain exceptions, fixed at 3s. a week below the metropolitan rate; and Crown employees, as defined, received a "Prosperity" loading of 5s. a week, as against the 6s. laid down for employees in outside industry. The basic rate for adult females was fixed at 54 per cent. of the adult male rate, to the nearest sixpence. The provisions of the main Acts for the periodic declaration of the living wage by the Industrial Commission were repealed, but the amending Act placed on the Commission the responsibility of altering all awards and agreements in conformity with the intentions of the new Act; of defining boundaries within which the various rates are to operate;\* and of specifying the appropriate "Court" Series retail price index numbers to which they are to be related.

An amendment to the Industrial Arbitration Act, assented to on 23rd November, 1950, empowered the Industrial Commission to vary the terms of awards and industrial agreements affecting male rates of pay, to the extent to which the Commission thought fit, to give effect to the alteration in the basic wage for adult males made by the judgment of the Commonwealth Court of Conciliation and Arbitration of 12th October, 1950. In the case of female rates of pay the Commission was empowered to review the terms of awards and industrial agreements and to vary such terms as in the circumstances the Commission decided proper, but no variation was to fix rates of pay for female employees lower than the Commonwealth basic wage for adult females.

To facilitate the work of the Commission, awards were divided into separate classes, and orders were issued regarding the variations to be made to those in each class. The rates for adult males were increased by the same amounts as for the corresponding Commonwealth rates, with special provision to cover the cases of apprentices, casual workers and employees on piecework. In deciding the variation for female employees the Commission prescribed an increase in the total wage rate (i.e., basic wage plus marginal rate) of £1 4s. 6d. a week, subject to the statutory provision (incorporated in the amendment of 23rd November) that the minimum total rate was to be not less than the basic wage for adult females prescribed in Commonwealth awards, that is, at least 75 per cent. of the corresponding male basic wage rate.

In the judgment delivered on 9th March, 1951, giving reasons for its decision on female rates, the Commission decided that the basic wage for adult females prescribed by the Commonwealth Court in reality included a portion "due to secondary considerations," and could not be considered a "reasonable and proper basic wage for the assessment of rates of female employees under the Industrial Arbitration Act".

In discussing the composition of the amount of £6 3s. 6d. which the Commonwealth Court, in its judgment of October, 1950, had prescribed as the basic wage for adult females in Sydney, the Commission stated:—

"After giving the matter fullest consideration, we think in the circumstances it is reasonable to allocate £1 of the said sum of £6 3s. 6d. to secondary considerations and to regard the amount of £1 4s. 6d. as an addition proper to be made to the pre-existing basic wage in New South Wales of £3 19s. The total, £5 3s. 6d., becomes therefore the true female basic wage for Sydney under the State Act".†

As a consequence of the overriding statutory requirement that no rate for adult females in State awards shall fall below the Commonwealth basic

\* *New South Wales Industrial Gazette*, Vol. 52, pp. 783-4.      † *New South Wales Arbitration Reports*, 1951, p. 16.

wage for adult females, the amount of the quarterly adjustments to the female basic wage for changes in the "Court" Series index numbers was the same in Commonwealth and State awards.

By an amendment to the Industrial Arbitration Act in June, 1951, the differentiation in the basic wage rates in different districts and for employees under Crown awards was eliminated as a general rule, making the basic wage throughout most of the State equal to that paid in Sydney, the main exception being the Broken Hill district, where a different basic rate still prevails.

The decision of the Commonwealth Court of Conciliation and Arbitration in September, 1953 to discontinue the system of automatic adjustment of the basic wage consequent on changes in the "Court" Series retail price index numbers was considered by the New South Wales Industrial Commission. On 23rd October, 1953 the Commission certified that there had been an alteration in the principles upon which the Commonwealth basic wage was computed and ordered the deletion of the automatic adjustment clauses from awards and agreements within its jurisdiction.\* In October, 1955, however, the New South Wales Government passed the Industrial Arbitration (Basic Wage) Amendment Act, which required the Registrar of the Industrial Commission to restore, to all awards and agreements within its jurisdiction, quarterly adjustments of the basic wage consequent on variations in retail price index numbers. Subsequently the basic wage was adjusted as from the beginning of the first pay-period commencing in November, 1955, when the rates for the State, excluding Broken Hill, became £12 13s. for adult males and £9 9s. 6d. for adult females.

The new rate of £12 13s. a week for adult males was an increase of 10s. on the rate previously payable from August, 1953 and represented the full increase in the basic wage adjusted in accordance with movements in the "C" Series retail price index numbers between the June quarter, 1953 and the September quarter, 1955.

The movement in the "C" Series retail price index numbers in respect of the September quarter, 1956 was materially affected by the abnormal price movements in potatoes and onions brought about by a diminution in supplies of these items in most States of Australia.

In order to assist public understanding of the trends in retail prices within the definition of the respective indexes, the Commonwealth Statistician, in the statistical bulletin *The "C" Series Retail Price Index, September Quarter, 1956* showed two sets of index numbers, namely, "Aggregate All Groups" and "All Groups excluding price movements of potatoes and onions".

The Industrial Registrar of the Industrial Commission of New South Wales, in accordance with section 61M(2) of the Industrial Arbitration Act, varied awards, etc., under the jurisdiction of that tribunal to incorporate an adjustment of 11s. a week in the basic wage as from the first pay-period in November, 1956. This basic wage adjustment was based on the "C" Series retail price index number "Aggregate All Groups" in respect of Sydney for the September quarter, 1956.

The Metal Trades Employers' Association and others appealed to the Industrial Commission of New South Wales against the decision of the Registrar and contended that the basic wage adjustment operative from the first pay-period in November, 1956 should be determined by using the Commonwealth Statistician's retail price index number "All Groups excluding price movements of potatoes and onions" for the September quarter, 1956.

\* *New South Wales Industrial Gazette*, Vol. 111, p. 128.

The Industrial Commission, in its judgment of 5th November, 1956, dismissed the appeal and supported the decision of the Registrar to make quarterly adjustments to the basic wage by the application of the "C" Series Index on its customary basis.

Automatic adjustments based on the "C" Series retail price index numbers for Sydney have been made for each subsequent quarter. The rates payable in Sydney as from the first pay-period in November, 1959 were £13 19s. a week for adult males and £10 9s. for adult females.

The Industrial Arbitration Act was amended by the Industrial Arbitration (Female Rates) Amendment Act (No. 42, 1958) which became operative on 1st January, 1959.

The Act defined the existing basic wage for adult females as being 75 per cent. of the male basic wage, notwithstanding anything contained in the 1950 judgment of the Industrial Commission of New South Wales (*see* page 64), and the Commission shall, upon application, or may, of its own motion, vary existing awards or industrial agreements to give effect to this definition. Such a variation is not to prescribe a wage rate less than the sum of the newly defined basic wage plus the marginal or secondary amounts applicable immediately prior to this variation, or more than the wage payable to adult males performing similar work.

Upon application the Commission or a Conciliation Committee shall include in awards and industrial agreements provision for equal pay between the sexes. Where the Commission or Committee is satisfied that male and female employees are performing work of the same or a like nature and of equal value, they shall prescribe the same marginal or secondary rates of wage. The basic wage for these adult females was prescribed as 80 per cent. of the appropriate basic wage for adult males as from 1st January, 1959. Thereafter, the basic wage was to be increased annually by 5 per cent., so that on 1st January, 1963 it will be the same as that for adult males. The provisions for equal pay do not apply to persons engaged on work essentially or usually performed by females, but upon which males may also be employed.

(ii) *Victoria*.—There is no provision in Victorian industrial legislation for the declaration of a State basic wage. Wages Boards constituted from representatives of employers and employees and an independent chairman, for each industry group or calling, determine the minimum rate of wage to be paid in that industry or calling. In general, these Boards have adopted a basic wage in determining the rate of wage to be paid.

By an amendment to the Factories and Shops Act in 1934, Wages Boards were given discretionary power to include in their determinations appropriate provisions of relevant Commonwealth awards. A further amendment to this Act in 1937 made it compulsory for Wages Boards to adopt such provisions of Commonwealth awards. This amending Act also gave Wages Boards power to adjust wage rates "with the variation from time to time of the cost of living as indicated by such retail price index numbers published by the Commonwealth Statistician as the Wages Board considers appropriate". The Wages Boards thus adopted the basic wages declared by the Commonwealth Court of Conciliation and Arbitration and followed that Court's system of adjusting the basic wage in accordance with variations in retail price index numbers.

After the Commonwealth Court of Conciliation and Arbitration discontinued the system of automatic adjustment of the Commonwealth basic wage (*see* page 42), a number of Wages Boards met in September, 1953 and deleted references to these adjustments. However, an amendment to the Factories and Shops Act in November, 1953 required Wages Boards to provide for the automatic adjustment of wage rates in accordance with variations in retail price index numbers.

From 1st July, 1954 the Factories and Shops Acts 1928-1953 were replaced by the Labour and Industry Act 1953, which was, in general, a consolidation of the previous Acts and retained the requirement providing for the automatic adjustment of wages in accordance with variations in retail price index numbers.

An amendment to the Labour and Industry Act proclaimed on 17th October, 1956 deleted the automatic adjustment provision and directed Wages Boards in determining wage rates to take into consideration relevant awards of, or agreements certified by, the Commonwealth Conciliation and Arbitration Commission. The last automatic quarterly adjustment of the basic wage, based on the variation in retail price index numbers for the June quarter, 1956, became payable from the beginning of the first pay-period in August, 1956. Following the judgment of the Commonwealth Conciliation and Arbitration Commission in the 1959 Basic Wage Inquiry (*see* page 48), Wages Boards met in June and July, 1959 and varied their determinations by incorporating the new Commonwealth rates. The rates for Melbourne, which were still payable in December, 1959, were £13 15s. a week for adult males and £10 6s. for adult females.

(iii) *Queensland*.—The Industrial Conciliation and Arbitration Act of 1929 repealed the Industrial Arbitration Act of 1916 and amendments thereof, and the Basic Wage Act of 1925. The Board of Trade and Arbitration was abolished, and a Court, called the Industrial Court, was established. The Act provides that it shall be the duty of the Court to make declarations as to—(a) the “basic” wage, and (b) the maximum weekly hours to be worked in industry (called the “standard” hours). For the purposes of making any such declarations the Court shall be constituted by the Judge and two members, one of whom shall be also a member of the Queensland Prices Board.

The main provisions to be observed by the Court when determining the “basic” wage are—(a) the minimum wage of an adult male employee shall be not less than is sufficient to maintain a well-conducted employee of average health, strength and competence, and his wife and a family of three children in a fair and average standard of comfort, having regard to the conditions of living prevailing among employees in the calling in respect of which such minimum wage is fixed, and provided that the earnings of the children or wife of such employee shall not be taken into account; (b) the minimum wage of an adult female employee shall be not less than is sufficient to enable her to support herself in a fair and average standard of comfort, having regard to the nature of her duties and to the conditions of living prevailing among female employees in the calling in respect of which such minimum wage is fixed. The Court shall, in the matter of making declarations in regard to the basic wage or standard hours, take into consideration the probable economic effect of such declaration in relation to the community in general, and the probable economic effect thereof upon industry or any industry or industries concerned.

The first formal declaration of a basic wage by the Queensland Court of Industrial Arbitration was gazetted on 24th February, 1921, when the basic wage was declared at £4 5s. a week for adult males and £2 3s. for adult females. Prior to this declaration the rate of £3 17s. a week for adult males had been generally recognized by the Court in its awards as the "basic" or "living" wage. The declarations of the Industrial Court are published in the *Queensland Industrial Gazette* and the rates declared at various dates are as follows:—

**BASIC WAGE DECLARATIONS IN QUEENSLAND.**  
(*State Jurisdiction.*)

Date of Operation.	Adult Basic Wage.		Date of Operation.	Adult Basic Wage.	
	Male.	Female.		Male.	Female.
1st March, 1921 ..	4 5 0	2 3 0	1st April, 1938 ..	4 1 0	2 3 0
1st March, 1922 ..	4 0 0	2 1 0	7th August, 1939 ..	4 4 0	2 5 0
28th September, 1925(a)	4 5 0	2 3 0	31st March, 1941 ..	4 9 0	2 8 0
1st August, 1930 ..	4 0 0	2 1 0	4th May, 1942(b) ..	4 11 0	2 9 6
1st December, 1930 ..	3 17 0	1 19 6	23rd December, 1946(c)	5 5 0	3 0 6
1st July, 1931 ..	3 14 0	1 19 0	7th December, 1950(c)	7 14 0	5 2 6
1st April, 1937 ..	3 18 0	2 1 0	1st February, 1954(d)	11 5 0	7 11 0

(a) Fixed by Basic Wage Act. (b) Quarterly adjustments provided by judgment of 21st April, 1942—see below. (c) Consequent upon basic wage increases granted by the Commonwealth Court of Conciliation and Arbitration. (d) Rates declared in 1954 Basic Wage Inquiry (see p. 69).

On 15th April, 1942 the Court declared the rates operative from 31st March, 1941 as adequately meeting the requirements of section 9 of the Industrial Conciliation and Arbitration Act of 1932, having regard to the level of the "C" Series retail price index for Brisbane for the December quarter, 1941, and decided to make a quarterly declaration of the basic wage on the basis of the variations in the "cost of living" as disclosed by the "C" Series index for Brisbane, commencing with the figures for the March quarter, 1942. This declaration was duly made by the Court on 21st April, 1942 at the rates of £4 11s. for adult males and £2 9s. 6d. for adult females. Following this judgment regular quarterly adjustments were made to the basic wage until January, 1953 (see below).

The Queensland Industrial Court granted increases of 7s. and 5s. to the basic wages for adult males and adult females respectively, payable from 23rd December, 1946, following the "interim" basic wage judgment of the Commonwealth Court of Conciliation and Arbitration announced earlier in December, 1946 (see page 40).

Following the decision of the Commonwealth Court of Conciliation and Arbitration to increase the male and female basic wages from December, 1950 (see page 41), the Queensland Industrial Court conducted an inquiry as to what change should be made to the State basic wage for Queensland. The Industrial Court granted an increase of 15s. a week to both adult males and adult females, thus increasing the metropolitan rates to £7 14s. a week and £5 2s. 6d. a week respectively. The increase became operative from 7th December, 1950. The basic wage payable to adult females was approximately 66 per cent. of the male rate.\*

In January, 1953 the Queensland Industrial Court departed from the practice (established in 1942) of varying the basic wage in accordance with quarterly

\* *Queensland Industrial Gazette*, Vol. 35, p. 1253.

variations in the "C" Series retail price index numbers for Brisbane. If the practice had been continued, a reduction of 1s. would have been made in the basic wage for adult males from January, 1953. The Court was not satisfied, however, that the movement in the "C" Series index for Brisbane for the December quarter, 1952 was a true representation or reflex of the economic position for Queensland as a whole and so declined to make any alteration to the then existing basic wage.\*

Quarterly adjustments were made for the next four quarters and the basic wage became £11 5s. for adult males from 1st February, 1954.

Commencing in March, 1954 a Basic Wage Inquiry was conducted by the Court and in its judgment of 11th June, 1954 the Court stated that there would be no change in the basic wage rates declared for February, 1954.†

At subsequent hearings consequent on the movement in the "C" Series retail price index numbers for Brisbane in respect of the quarters ended 30th June, 30th September and 31st December, 1954 and 31st March, 1955 the Court again decided not to vary the existing basic wage rates. However, after considering the "C" Series index number for the quarter ended 30th June, 1955 and its relation to the index number for the March quarter, 1955 the Court announced that as these figures showed a continued upward trend of cost of living in 1955 the basic wage for adult males should be increased from £11 5s. to £11 7s. from 1st August, 1955. In this judgment the Court emphasized that it holds itself free whether or not to adjust the basic wage upwards or downwards in accordance with movement in the "C" Series retail price index number.

Subsequently, the basic wage rates were again increased by the Court, following the movement in the "C" Series retail price index number for the quarter ended 30th September, 1955 and the rates payable from 24th October, 1955 became £11 9s. for adult males and £7 14s. for adult females in the Southern Division (Eastern District).

After considering the movement in the "C" Series retail price index numbers for Brisbane, the Queensland Industrial Court in February, 1956 declined to vary the basic wage, and in April and July, 1956 granted separate increases of 4s., payable from 23rd April and 23rd July.

In announcing an increase of 4s. in the adult male basic wage for Brisbane payable from 29th October, 1956, the Court stated that due weight had always been given to variations in the "C" Series retail price index numbers in determining the basic wage. However, the Court felt that the considerable increases in the "C" Series index numbers for the September quarter, 1956, due substantially to the abnormal increases in the prices of potatoes and onions, made the index unreal as to the movement in retail prices generally. Under the circumstances, the Court decided not to increase the basic wage by the amount which would have applied if the wage had been automatically adjusted on the basis of the "C" Series retail price index numbers including potatoes and onions.

Consequent on the issue of the "C" Series retail price index numbers for the December quarter, 1956, the Court announced that there would be no change in the basic wage, as the movement in the "C" Series index numbers for Brisbane was such that if the system of automatic adjustments had applied the basic wage would have been equal to the wage declared by the Court in the previous quarter. This fact prompted the following comment by the Court in

\* *Queensland Industrial Gazette*, Vol. 38, p. 137.

† *Qld. I.G.*, Vol. 39, p. 355.

the basic wage declaration of January, 1957: “ The existing basic wage of £12 1s. for adult males truly reflects the increase in the ‘ C ’ Series index as shown between the June quarter and the end of the December quarter ”.\*

The Queensland Industrial Court, after examining the movement in the “ C ” Series retail price index numbers for the March, June and September quarters of 1957, increased the basic wage in April and July but made no change in October, 1957. On 22nd and 23rd April, 1958, the Court heard an application by combined unions for an immediate increase of £1 in the basic wage, on the grounds that a state of emergency existed with regard to the cost of living. In its judgment of 30th May, 1958, the Court stated that no emergency had been proved to exist and that there was no justification for discarding the “ C ” Series retail price index numbers. The application was therefore dismissed. Further increases in the basic wage were made each quarter to April, 1959, whilst no change was made in August, 1959. A further increase was made from 26th October, 1959, when, in respect of Brisbane, the rates declared were £13 7s. for adult males and £9 2s. for adult females.

In addition to the basic wage for the Southern Division (Eastern District—including Brisbane) adult males in other areas receive district allowances. As from 2nd February, 1959, the allowances have been:—Southern Division (Western District), 10s. 6d., Mackay Division, 9s., Northern Division (Eastern District), 10s. 6d.; and Northern Division (Western District), £1 12s. 6d. The allowances for adult females are half of those for adult males.†

(iv) *South Australia*.—The Industrial Code, 1920–1958 provides that the Board of Industry shall, after public inquiry as to the increase or decrease in the average cost of living, declare the “ living wage ” to be paid to adult male employees and to adult female employees. The Board has power also to fix different rates to be paid in different defined areas.

It is provided that the Board of Industry shall hold an inquiry for the purpose of declaring the living wage whenever a substantial change in the cost of living or any other circumstance has, in the opinion of the Board, rendered it just and expedient to review the question of the living wage, but a new determination cannot be made by the Board until the expiration of at least six months from the date of its previous determination.

The Board of Industry consists of five members, one nominated by the Minister for Industry, two nominated by the South Australian Employers’ Federation as representatives of employers, and two nominated by the United Trades and Labour Council of South Australia as representatives of employees. The member nominated by the Minister is President and presides at all meetings of the Board.

According to the Industrial Code, 1920–1955, living wage means “ a sum sufficient for the normal and reasonable needs of the average employee living in the locality where the work under consideration is done or is to be done.”

The family unit is not specifically defined in the Code, but the South Australian Industrial Court in 1920 decided that the “ average employee ” in respect of whom the living wage is to be declared is a man with a wife and three children.

The first declaration by the Board of Industry was made on 15th July, 1921, when the living wage for adult male employees in the metropolitan area was determined at £3 19s. 6d. a week. The living wage for adult female employees in the same area was declared on 11th August, 1921 at £1 15s. a week.

\* *Queensland Industrial Gazette*, Vol. 42, p. 167.

† From 1st May, 1961, 75 per cent.

The living wage declarations by the Board of Industry are set out below. The rates apply to the whole State.

**LIVING WAGE DECLARATIONS IN SOUTH AUSTRALIA.**  
(*State Jurisdiction.*)

Male.		Female.	
Date of Operation.	Living Wage per Week.	Date of Operation.	Living Wage per Week.
4th August, 1921 ..	3 19 6	1st September, 1921 ..	1 15 0
27th April, 1922 ..	3 17 6	..	..
8th November, 1923 ..	3 18 6	..	..
15th May, 1924 ..	4 2 0	13th November, 1924 ..	1 18 0
13th August, 1925 ..	4 5 6	3rd September, 1925 ..	1 19 6
30th October, 1930 ..	3 15 0	15th January, 1931 ..	1 15 0
10th September, 1931 ..	3 3 0	24th December, 1931 ..	1 11 6
7th November, 1935 ..	3 6 0	16th January, 1936 ..	1 13 0
7th January, 1937 ..	3 9 6	29th April, 1937 ..	1 14 9
25th November, 1937 ..	3 14 0		1 16 6
5th January, 1939 ..	3 18 0		1 18 0
28th November, 1940 ..	4 4 0		2 1 0
27th November, 1941 ..	4 7 0		2 3 6
15th October, 1942 ..	4 14 0	(a)	2 6 2
26th September, 1946 ..	4 18 6		2 15 0
7th January, 1947(b) ..	5 2 0		2 17 0
8th July, 1948 ..	5 17 0		3 6 6
19th May, 1949(c) ..	6 5 0		3 8 6

(a) From 1937 dates of operation were the same as those for male rates. (b) Commonwealth rate for metropolitan area adopted. (c) Since 4th December, 1950, the living wage has been varied by proclamation and rates have been the same as those declared for Adelaide by the Commonwealth Court of Conciliation and Arbitration and the Conciliation and Arbitration Commission.

Following the declaration of an "interim" increase in its "needs" basic wage by the Commonwealth Court of Conciliation and Arbitration on 13th December, 1946 (see page 40) the South Australian Government made provision through the Economic Stability Act, 1946 for the declaration by the Governor of a living wage based on the Commonwealth basic wage for Adelaide. This action was taken because the Board of Industry had made a determination on 5th September, 1946 and under the Industrial Code was not able to make a further determination for six months. On 24th December, 1946 the Governor issued a proclamation, declaring a rate of £5 2s. a week, including the 4s. "Prosperity" loading, to operate from 7th January, 1947. The Economic Stability Act also provided for similar proclamations in respect of adjustments to the living wage; however, the powers of the Board of Industry to declare a living wage which would supersede any wage declared by proclamation were retained.

On 24th May, 1947 the Board of Industry recommended, after an inquiry, that a cost of living loading of 5s. a week, over and above the metropolitan living wage, should apply to adult males located at Whyalla. This amount was subsequently adopted and continues to operate.

The Industrial Code Amendment Act, 1949 made provision for the quarterly adjustment of the living wage in accordance with the variations in the Commonwealth basic wage for Adelaide. In effect this made the State living wage and the Commonwealth basic wage equal from the beginning of the first pay-period commencing in February 1950. The prescribed adjustment to the female living wage was seven-twelfths of that made to the Commonwealth male basic wage. The Board of Industry retained power to amend the living wage but any new living wage was to be adjusted quarterly as above.

Following the decision of the Commonwealth Court of Conciliation and Arbitration in the 1949–50 Basic Wage Inquiry (see page 41), the South Australian Industrial Code was amended to provide for declarations of the living wage by proclamation, to prevent unjustifiable differences between the Commonwealth and State basic wages. By proclamation dated 30th November, 1950, the South Australian living wage in the metropolitan area was increased from £6 17s. to £7 18s. for adult males and from £3 14s. 11d. to £5 18s. 6d. for adult females, operative from 4th December, 1950. These new rates were identical with the December rates fixed by the Commonwealth Court of Conciliation and Arbitration for the metropolitan area of South Australia. The female rate, which had previously been approximately 54 per cent. of the male basic wage, was, by the proclamation, increased to 75 per cent. of the corresponding male rate.

The living wage for Adelaide was adjusted each quarter, as required under the State Industrial Code, in accordance with variations in the Commonwealth basic wage for Adelaide. This procedure continued until the August, 1953 adjustment, at which date the basic wages payable were £11 11s. a week for adult males and £8 13s. for adult females.

The Commonwealth Court of Conciliation and Arbitration announced on 12th September, 1953 the discontinuance of quarterly adjustments, and the Commonwealth basic wages for Adelaide remained unchanged from the beginning of the first pay-period commencing in August, 1953 until the first pay-period in June, 1956, when an increase of 10s. a week was granted to adult males and an increase of 7s. 6d. to adult females. Subsequently, increases were made in the Commonwealth basic wage for adult males, with proportionate increases for adult females, in May, 1957, May, 1958 and June, 1959, and similar variations were made to the South Australian living wage. From 15th June, 1959, the living wage in the metropolitan area of South Australia was £13 11s. for adult males and £10 3s. for adult females.

(v) *Western Australia.*—The Court of Arbitration, appointed under the provisions of the Industrial Arbitration Act, 1912–1952, determines and declares the “basic wage” in this State. The Court consists of three members appointed by the Governor, one on the recommendation of the industrial unions of employers and one on the recommendation of the industrial unions of employees, while the third member is a Judge of the Supreme Court. The last-mentioned member is the President of the Court.

The Industrial Arbitration Act, 1912–1952 provides that the Court of Arbitration may determine and declare a basic wage at any time on its own motion, and must do so when requested by a majority of industrial unions or by the Western Australian Employers’ Federation, with the limitation that no new determination shall be made within twelve months of the preceding inquiry.

The term “basic wage” is defined in the Act as “a wage which the Court considers to be just and reasonable for the average worker to whom it applies”. In determining what is just and reasonable the Court must take into account not only the needs of an average worker but also the economic capacity of industry and any other matters the Court deems relevant.

The family unit is not specifically defined in the Act, but it has been the practice of the Court to take as a basis of its calculations a man, his wife and two dependent children.

The Act provides that the Court of Arbitration may make adjustments to the basic wage each quarter if the official statement supplied to the Court by the State Government Statistician relating to the cost of living shows that a variation of 1s. or more a week has occurred, compared with the preceding quarter. These adjustments apply from the dates of declaration by the Court. The Act does not define the term "cost of living", but it has been held to mean "the basic wage as declared from time to time by the Court and as existing at the time that we [the Court] have taken into consideration the Statistician's figures." (Mr. Justice Dwyer, in the Court of Arbitration, Western Australia, in the matter of the Quarterly Adjustment of the Basic Wage, 18th August, 1931.\*)

The annual and special declarations of the Court of Arbitration under the provisions of the Industrial Arbitration Act are shown for the various areas of the State in the following table. It must be noted that prior to 1950 the legislation differed from that outlined above. Particulars of the previous legislation will be found in issues of the Labour Report prior to No. 39, 1950.

#### BASIC WAGE DECLARATIONS IN WESTERN AUSTRALIA.

(State Jurisdiction.)

Date of Operation.	Metropolitan Area.		South-West Land Division.		Goldfields Areas and Other Parts of State.	
	Male.	Female.	Male.	Female.	Male.	Female.
1st July, 1926	4 5 0	2 5 11	4 5 0	2 5 11	4 5 0	2 5 11
" 1929	4 7 0	2 7 0	4 7 0	2 7 0	4 7 0	2 7 0
" 1930	4 6 0	2 6 5	4 5 0	2 5 11	4 5 0	2 5 11
" 1931	3 18 0	2 2 2	3 17 0	2 1 8	3 17 0	2 1 8
" 1932	3 12 0	1 18 11	3 13 6	1 19 8	3 18 0	2 2 2
" 1933	3 8 0	1 16 9	3 9 6	1 17 6	3 17 6	2 1 10
" 1934	3 9 6	1 17 6	3 10 0	1 17 10	3 19 6	2 2 11
" 1935	3 10 6	1 18 1	3 11 2	1 18 5	4 4 4	2 5 6
" 1936	3 10 6	1 18 1	3 11 9	1 18 9	4 6 0	2 6 5
" 1937	3 13 9	1 19 10	3 14 8	2 0 4	4 7 0	2 7 0
" 1938	4 0 0	2 3 2	4 1 0	2 3 9	4 13 3	2 10 4
" 1939	b4 2 2	b2 4 4	4 3 1	2 4 10	b4 16 4	b2 12 0
" 1940	4 2 8	2 4 8	4 3 3	2 4 11	4 16 3	2 12 0
" 1941(c)	4 8 0	2 7 6	4 9 3	2 8 2	5 3 6	2 15 11
" 1943	4 19 1	2 13 6	4 18 1	2 13 0	5 5 9	2 17 1
" 1944	4 19 11	2 13 11	4 19 8	2 13 10	5 7 1	2 17 10
" 1945	5 0 1	2 14 1	4 19 7	2 13 9	5 7 5	2 18 0
" 1946	5 1 1	2 14 7	5 0 6	2 14 3	5 9 0	2 18 10
26th Feb., 1947(d)	5 7 1	2 17 10	5 6 6	2 17 6	5 15 4	3 2 3
1st July, 1947	5 7 10	2 18 3	5 7 3	2 17 11	5 16 0	3 2 8
" 1948	5 15 9	3 2 6	5 15 2	3 2 2	6 4 9	3 7 4
" 1949	6 7 1	3 8 8	6 6 9	3 8 5	6 15 1	3 12 11
" 1950	7 0 0	3 15 7	6 19 9	3 15 6	7 7 3	3 19 6
18th Dec., 1950(d)	8 6 6	4 14 1	8 6 7	4 14 2	8 14 8	4 18 6
1st " 1951(e)	..	6 13 8	..	6 13 0	..	6 17 1

(a) Excludes Goldfields areas, where rates were the same as those operating from 1st July, 1926.  
 (b) Applicable from 24th April, 1939. (c) Applicable from 28th April, 1941. (d) Special declarations following basic wage increases granted by the Commonwealth Court of Conciliation and Arbitration. (e) Inquiry into female rates only.

The first declaration of the "basic wage" by the Court of Arbitration since the authority to fix one was vested in the Court by the Industrial Arbitration Act, 1925 was made on 11th June, 1926, when the rate for adult

male employees was determined at £4 5s. a week, and for adult female employees at £2 5s. 11d. a week. Since that date the principal inquiries have been those of 1938, 1947, 1950 and 1951.

The declaration of 13th June, 1938 (operative from 1st July) was based on the findings of the Royal Commission on the Basic Wage, 1920 (*see* page 38). For this purpose the Court reduced the amount recommended by the Commission for a five-unit family to the equivalent for a four-unit family and brought the resulting amounts up to their purchasing equivalents at the March quarter, 1938, by means of the separate "group" retail price index numbers in respect of the sections for food, clothing and miscellaneous expenditure, and for rent added an amount which was considered fair under ruling conditions.\*

The increased basic wage of 26th February, 1947, was granted after an inquiry† by the Western Australian Court of Arbitration consequent upon the "Interim" Basic Wage Judgment of the Commonwealth Court of Conciliation and Arbitration in December, 1946 (*see* page 40).

Following the judgment of the Commonwealth Court of Conciliation and Arbitration in the 1949–50 Basic Wage Inquiry (*see* page 41), the Western Australian Court of Arbitration resumed an inquiry which had been adjourned, to ascertain what change should be made in the State basic wage rates. In its judgment of 7th December, 1950‡ the Court decided that the basic wage should be increased by £1 a week for adult males and by 15s. a week for adult females. The rates in the metropolitan area then became £8 6s. 6d. for adult males and £4 14s. 1d. for adult females, operative from 18th December, 1950. In relation to the female rate the unions' claim had been for a basic wage equal to 75 per cent. of the male rate instead of the existing 54 per cent. Although this claim was not granted it was intimated that the increase of 15s. should not necessarily be regarded as the Court's final word on the subject.

As the result of a subsequent inquiry§ the basic wage for adult females was increased from 1st December, 1951 to 65 per cent. of the corresponding male rate. This was subject to the condition that the increase in the basic wage should be offset by the reduction in or deletion of existing margins between the basic wage and the total wage as specified by the appropriate award or determination.||

On 12th September, 1953 the Commonwealth Court of Conciliation and Arbitration announced the discontinuance of quarterly adjustments. Following this decision the Western Australian Court of Arbitration exercised its discretionary power and, after reviewing the quarterly statements prepared by the Government Statistician for each quarter from the September quarter, 1953 to the March quarter, 1955, declined to make, where applicable, any adjustment to the basic wage. However, after reviewing the statement submitted by the Government Statistician for the quarter ended 30th June, 1955, the Court decided to increase the basic wage for Perth by 5s. 11d. a week for adult males and to make corresponding increases for the other areas in the State. Subsequently, adjustments were made to the basic wage each quarter, except in February, 1959, when no change was made.

As from 26th October, 1959, the metropolitan basic wage for adult males was £14 1s. 6d. a week and for adult females £9 3s. a week.

\* *Western Australian Industrial Gazette*, Vol. 18, p. 151.  
 ‡ *W.A.I.G.*, Vol. 30, p. 336. § *W.A.I.G.*, Vol. 36, p. 497.  
 75 per cent. from 30th January, 1960.

† *W.A.I.G.*, Vol. 27, p. 39.  
 || The proportion was increased to

(vi) *Tasmania*.—A State basic wage is not declared in Tasmania. Wages Boards constituted for a number of industries, from representatives of employers and employees and an independent chairman (who is common to all Wages Boards), determine the minimum rate of wage payable in each industry. Until February, 1956 these Boards generally adopted the basic wages of the Commonwealth Court of Conciliation and Arbitration in determining the rate of wage to be paid.

The Wages Boards Act 1920-1951 gives Wages Boards power to adjust wage rates in accordance with variations in the cost of living as indicated by retail price index numbers published by the Commonwealth Statistician and, until November, 1953, Wages Board determinations provided for automatic adjustments of the basic wage.

Following the decision of the Commonwealth Court in September, 1953, to discontinue the system of automatic quarterly adjustments of the basic wage, the Chairman of Wages Boards stated: "I consider that the basic wage should remain stationary for a reasonable trial period . . . . but if a serious attempt is not made to stabilize prices and in some cases to reduce them, applications can be made for meetings of Wages Boards to reconsider the position." Before Wages Boards met to consider this matter, the wage rates for all determinations were automatically adjusted upwards from the beginning of the first pay-period in November. However, after meeting, all Wages Boards decided as from 9th December, 1953 to delete the automatic adjustment clause from determinations and cancel the adjustments made in November.

During 1955, representations were made for the restoration of automatic quarterly adjustments and, on 1st November, 1955, at the conclusion of a compulsory conference of employer and employee representatives, the Chairman of Wages Boards announced that, in his opinion, automatic quarterly adjustments should be restored in Wages Boards determinations. He suggested, however, that the adjustments should be delayed until February, 1956, so that a serious attempt could be made during November, December and January to reduce prices. In accordance with this decision, Wages Boards met and re-inserted in determinations the provision for automatic quarterly adjustments. The wage rate payable under Wages Boards determinations from the first pay-period in February, 1956 became that which would have been payable if quarterly adjustments had continued in the period under review.

The decision of the Commonwealth Court of Conciliation and Arbitration in the 1956 Basic Wage Inquiry delivered in May, 1956 (see page 43), caused representations to be made for a review of the problem of automatic quarterly adjustments. Following requests by the Employers' Federation that Wages Boards accept the Commonwealth basic wage and delete automatic adjustment provisions from Wages Boards determinations, a compulsory conference of employer and employee representatives was held on 22nd and 25th June, 1956. On 3rd July, 1956 the Chairman issued a statement that he favoured the suspension of automatic adjustments in order to achieve some measure of stability. He added, however, that if prices continued to rise it would be necessary to review the position.

The majority of Wages Boards suspended quarterly basic wage adjustments after the August, 1956 adjustment, and to July, 1959, wage rates remained unchanged. The basic wage for Hobart generally incorporated in determinations for that period was £13 12s. for adult males and £10 4s. for adult females.

Following the decision of the Commonwealth Conciliation and Arbitration Commission in June, 1959 to increase the basic wage (see page 48), Wages Boards met in July, 1959 and incorporated the new rates in their determinations. The rates for Hobart then became £14 2s. for adult males and £10 11s. 6d. for adult females.

(vii) *Rates Prescribed.*—The “ basic wage ” rates of State industrial tribunals operative in November, 1958 and 1959 are summarized in the following table:—

STATE BASIC WAGES : WEEKLY RATES.

State.	November, 1958.			November, 1959.		
	Date of Operation. (a)	Males.	Females.	Date of Operation. (a)	Males.	Females.
		s. d.	s. d.		s. d.	s. d.
New South Wales—(b)						
Metropolitan and Country, excluding Broken Hill	Nov., 1958	273 0	204 6	Nov., 1959	279 0	209 0
Broken Hill	Nov., 1958	271 0	203 0	Nov., 1959	276 0	207 0
Victoria(c)	Aug., 1956	263 0	197 0	(d)	275 0	206 0
Queensland—						
Southern Division (Eastern District), including Brisbane	27.10.58	256 0	173 6	26.10.59	267 0	182 0
Southern Division (Western District)	27.10.58	263 4	177 2	26.10.59	277 6	187 3
Mackay Division	27.10.58	261 6	176 3	26.10.59	276 0	186 6
Northern Division (Eastern District)	27.10.58	266 0	178 6	26.10.59	277 6	187 3
Northern Division (Western District)	27.10.58	273 4	182 2	26.10.59	299 6	198 3
South Australia(e)	26.5.58	256 0	192 0	15.6.59	271 0	203 0
Western Australia—						
Metropolitan Area	27.10.58	273 5	177 9	26.10.59	281 6	183 0
South-West Land Division	27.10.58	273 4	177 8	26.10.59	281 3	182 10
Goldfields and other areas	27.10.58	271 6	176 6	26.10.59	277 4	180 3
Tasmania(c)	Aug., 1956	272 0	204 0	July, 1959(f)	282 0	211 6

(a) Where dates are not quoted wage rates operate from the beginning of the first pay-period commencing in the month shown. (b) For November, 1958, the rates shown for females represent the basic wage together with so much of any margin and any further amount necessary to make the minimum wage payable equivalent to 75 per cent. of the basic wage for males. See page 66 for the effect on female basic wage rates of the Industrial Arbitration (Female Rates) Amendment Act. (c) No basic wage declared. Rates shown are those adopted by most Wages Boards. (d) During June and July, 1959, Wages Boards varied determinations by adopting the Commonwealth basic wage rate. (e) The living wage declared for the metropolitan area is also adopted for country areas, except at Whyalla, where a loading of 5s. a week is generally payable. (f) Most Wages Boards adopted the Commonwealth basic wage rate from July, 1959.

§ 6. Wage Margins.

1. **General.**—Wage margins have been defined as “ Minimum amounts awarded above the basic wage to particular classifications of employees for the features attaching to their work which justify payments above the basic wage, whether those features are the skill or experience required for the performance of that work, its particularly laborious nature, or the disabilities attached to its performance ”. \*

Prior to 1954, the Commonwealth Court of Conciliation and Arbitration had not made any general determination in respect of wage margins, but general principles of marginal rate fixation had been enunciated by the Court in the Engineers’ Case of 1924, the Merchant Service Guild Case of 1942 and the Printing Trades Case of 1947.

\* *Commonwealth Arbitration Reports*, Vol. 80, p. 24.

**2. Metal Trades Case, 1954.**—The Amalgamated Engineering Union, the Electrical Trades Union and other employee organizations parties to the Metal Trades Award, 1952, filed applications during 1953 for increased margins for all workers covered by this award.

The applications came on for hearing before J. M. Galvin, *C.C.*, who decided that they raised matters of such importance that, in the public interest, they should be dealt with by the Commonwealth Court of Conciliation and Arbitration. On 16th September and 6th October, 1953 the Conciliation Commissioner, pursuant to section 14A of the Conciliation and Arbitration Act, referred these applications to the Court.

The actual claims of the trade unions were that the marginal rate of 52s. a week payable to a fitter in the metal trades should be increased to 80s. a week (86s. for certain electrical trades) with proportionate increases for other award occupations. The margins then current, with a few exceptions, had been in existence since 1947. The employees' claims were in the nature of a test case to determine the attitude of the Court to applications for increased margins.

The Metal Trades Employers' Association and other respondents to the Metal Trades Award had counter-claimed that existing margins for skilled tradesmen should remain unaltered, while those paid to partly skilled or unskilled workers should be reduced.

The Court decided to take the Commissioner's two references together and the matter came on for hearing before the Full Arbitration Court (Kelly *C.J.*, Kirby, Dunphy and Morgan *J.J.*) in Melbourne on 13th October, 1953.

In a judgment delivered on 25th February, 1954, the Court held that a *prima facie* case had been made for a re-assessment of margins but that the economic situation at that time, particularly in regard to the level of costs, did not permit of such a comprehensive review. The Court decided that to avoid the creation of new disputes, to save expense and to obviate procedural difficulties, it would not reject the claims but adjourn them until 9th November, 1954.

On 25th and 26th August, 1954, summonses were filed by the employees' organizations for orders that proceedings in this case be brought forward and the hearing was resumed on 5th October, 1954.

In a judgment delivered on 5th November, 1954\* the Court made an order re-assessing the marginal structure in the Metal Trades Award by, in general, raising the current amount of the margin to two and a half times the amount of the margin that had been current in 1937. However, in cases in which the result of that calculation produced an amount less than the existing margin the existing margin was to remain unaltered. In effect, this decision increased the margin of a fitter from 52s. a week to 75s. a week, increased similarly margins of other skilled occupations, and made no increase in margins of what may generally be described as the unskilled or only slightly skilled occupations under the Metal Trades Award.

At the end of its judgment the Court stated that while its decision in this case related immediately to one particular industry, it was expected to afford general guidance to all authorities operating under the Conciliation and

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\* *Commonwealth Arbitration Reports*, Vol. 80, p. 3.

Arbitration Act, or under other legislation which provided for tribunals having power to make references, or being subject to appeal, to the Court, where the wage or salary may properly be regarded as containing a margin. The Court added observations for the guidance of these and of other tribunals "which may regard decisions of this Court as of persuasive authority". Further details were published in Labour Report No. 46, 1958, pages 101-8.

**3. Margins Cases, 1959.**—On 25th August, 1959, the Commonwealth Conciliation and Arbitration Commission began considering a number of applications for increases in marginal rates. The Amalgamated Engineering Union and other employee organizations applied for increases in margins in Part I. of the Metal Trades Award. There were also applications by the Association of Architects, Engineers, Surveyors and Draughtsmen of Australia and the Federation of Scientific and Technical Workers for variation of the Metal Trades Award, Part II., and of the Aircraft Industry Award, Part II., by the Australian Bank Officials' Association regarding the Bank Officials' Award and by the Australian Workers Union regarding the Gold and Metalliferous Mining Award. Finally there was an application by the Metal Trades Employers' Association and others to reduce rates in the Metal Trades Award. All of these matters were references under section 34 of the Conciliation and Arbitration Act from the appropriate Commissioner.

During a debate as to whether these matters should be heard together, it became apparent that the applicants in respect of Part II. of the Metal Trades and Aircraft Industry Awards and the Bank Officials' Award desired to ask only for an interim increase in margins at that stage. The employers submitted that the applicants should be required to submit their whole case. The Commission decided to hear all the matters together, permitting the applicants in these three cases to ask first for an interim decision, it being understood that those applicants would have to satisfy the Commission that a case had been made out for an interim increase.

On 27th November, 1959, judgments were delivered in connexion with two of the five cases before the Commission, namely, those concerning margins in the Metal Trades Award, Part I. and the Gold and Metalliferous Mining Award.\* This was done to avoid delay and to give parties to the other three cases the opportunity of making further submissions in the light of the decisions (and reasons for the decisions) in these two cases.

A summary of the Metal Trades Case, Part I., is given in the following paragraphs.

The employee organizations claimed an increase in the margin for the fitter, as set out in the Metal Trades Award, 1952 (i.e., the Award as it existed prior to the Metal Trades Case, 1954—see para. 2,) from 52s. to 134s. a week and an increase of 157 per cent. in the margins for other classifications. The employers counter-claimed for a reduction in margins of 15s. a week.

Counsel for the unions put broadly a case that in the proper fixation of margins the basic criteria were the market value at the time of the fixation of the wage and the economic capacity of the economy to pay the wages claimed and he alleged that the 1954 Metal Trades decision had departed from these principles. He produced to the Commission material to demonstrate the economic situation which would justify the increases asked for. He also

submitted that the true relativities in the Metal Trades Award should be those created by a combination of the 1947 Full Court decision and the second variation order made in 1947 by G. A. Mooney, *C.C.*\*

The employers adopted the view that no case had been made out for any increase and that there should be wage reductions. They also supplied the Commission with economic material in support of their case that there was no capacity in the community to sustain increased margins and alternatively that any increased economic capacity which may have occurred since 1954 had been exhausted by basic wage fixations.

As to relativities the employers submitted that the 1954 decision should be adhered to and should be carried to its logical conclusion so far as the lower paid classifications were concerned.

The Attorney-General of the Commonwealth intervened and not only submitted statistical material and an analysis of the economic situation but also assisted the Commission with an exposition of various factors proper to be taken into account in the fixation of margins. In particular, counsel for the Attorney-General emphasized the desirability of flexibility in the workings of the arbitration system.

In the judgment, delivered on 27th November, 1959, the Commission rejected the employers' application to reduce wages under the Metal Trades Award and made an order re-assessing the marginal structure in the award by increasing the existing margins by 28 per cent., the amount of the increase being taken to the nearest 6d. The new margins applied from the beginning of the first full pay-period commencing in December, 1959. The effect of this decision was to increase the margin of the fitter from 75s. to 96s. a week.

The Commission stated that, not having before it the question of work values, and having decided not to alter the 1954 relativities, the increases had been expressed as a percentage of current margins, but this was not to be taken as an endorsement of that method of fixing margins.

In view of the widespread effects of this judgment some extensive extracts from it are given below:—

*Functions of the Commission* :—“ We find it necessary to make a few general remarks about the functions of the Commission in view of some of the submissions which have been made to us . . . . The true function of the Commission is to settle industrial disputes. In the settlement of disputes involving payment of wages, such as this one in which such issues have been raised, the Commission will bear in mind the various economic submissions made to it, including those about price rises and inflation; it will also bear in mind the fiscal and economic policies of the Government. It will not ignore the consequences to be expected from its actions but it will not deliberately create situations which would need rectification by Governmental action. It will not use its powers for the purposes of causing any particular economic result apart from altered wages although in the event the decision it makes may have other economic consequences.†”

*Principles of Marginal Fixation*.—“ In the discharge of our function of settling the particular disputes before us and as this is the first occasion on which this Commission constituted as a full bench has been called upon

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\* *Commonwealth Arbitration Reports*, Vol. 59, p. 1272.

† Print No. A7072, p. 9.

to deal with a major case concerning general marginal principles we propose to deal with some of the submissions which have been put to us as to general principles. We would, however, emphasize that we do not regard what we have to say as exhausting the subject of marginal fixations.”\*

“ In our view there is no real reason why a margin should be expressed as a percentage of the basic wage, and it would be unwise to express any margin in that way.

“ A closely related question is whether margins should be increased merely because of the decreased purchasing power of money since last fixed. We were referred to the 1954 Margins Judgment and other judgments on that point (*see* 80 C.A.R. 1 at pp. 30 and 31 and the judgments there cited). If those judgments do no more than reject the automatic or mathematical approach, that is, reject the proposition that a margin should be fixed merely by multiplying an existing margin by whatever is necessary to make up the decrease in purchasing power of money, we agree with them. If those judgments suggest that the decrease in purchasing power is not a factor to be taken into account at all, we find ourselves unable to agree with them. Whenever a margin is fixed, it is fixed in current money terms and if no account at all is taken of the decreased purchasing power of money since the margin was last assessed, then the fixation would not be a real one. Whenever a margin is under review, some account must be taken of the amount at which the margin was originally fixed and of the decrease in purchasing power of money since then, if in fact it has decreased. Although this concept is capable of being expressed shortly, its application in practice is complicated by the lack of any adequate measure of the decreased purchasing power of money. In arriving at the rates we award we have taken into account the fact that there has been a significant fall in real value of the current margins since they were fixed.

“ The proceedings before us were largely taken up with submissions regarding economic capacity and a question arose whether in these proceedings we should look at the capacity of the economy generally, the capacity of the particular industry or industries covered by the awards in question, or both. Historically it would appear that prior to 1947 it had been the practice, in the Metal Trades industry at least, to look at the economic situation of the industry itself.”†

“ This seemed to be the approach until 1947 when the Court looked at both the economic capacity of industry generally and the capacity of the particular industry (58 C.A.R. 1088 at p. 1090). It was not until 1954 that the Court considered only the capacity of industry generally and did not concern itself with the capacity of the Metal Trades industry as such. It must be borne in mind that in the 1954 Metal Trades case the Court proceeded to lay down a formula intended, speaking generally, for all industry. In such a context, consideration of the economic position of a particular industry would not be relevant. We do not think it could be said that the economic capacity of a particular industry could not be relevant in a particular case . . . . Economic capacity, either generally or in a particular industry, may not be an issue at all in the fixation of margins. In many cases in the past margins have been fixed without consideration of capacity and we see no reason why in appropriate circumstances that practice should not continue.”†

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\* Print No. A7072, p. 10.

† *Ibid.*, p. 11.

"Although this may not be a principle of marginal fixation, we find it convenient here to deal with the submission made by the employers, that even if there had been capacity to pay increased wages, that capacity had been exhausted by basic wage decisions in recent years. In making this submission they relied both on economic material and on statements in the judgments, particularly in the 1958 Basic Wage Judgment (Print A6079).

"We would think it clear that neither the Court nor the Commission has ever talked in terms of 'exhausting' the capacity of the economy as far as wages generally are concerned when fixing a basic wage. The reference on p. 8 of the 1958 Basic Wage Judgment to marginal claims refutes any suggestion that in that case the Commission believed it was exhausting the capacity of the economy with its basic wage decision."\*

*Relativities.*—"The Unions sought in these proceedings to have restored the relativities within the marginal structure of the Metal Trades Award which existed prior to the 1954 decision, that is, a combination of the Full Court's 1947 decision and the second Mooney formula."\*

"The employers not only relied on the relativities created in 1937 and confirmed in 1954, except as to the lower paid classifications, but also asked us to take the 1954 relativities to their logical conclusion in our decision in this matter as far as those classifications are concerned.

"The difference between margins in an award occurs because the award maker has decided that there is a difference in the amounts to be awarded for skill, arduousness and other like factors proper to be taken into account in fixing a secondary wage. In origin, at least, relativities in margins are merely an expression of relative work values and there is before us no evidence of such present values.

"We are therefore in this position. We have the 1954 award, which for the past five years has regulated the relativities of margins in this industry. In these proceedings, the real criterion for relativities, namely, work value, does not fall for decision. We have been asked on the one hand to go behind the 1954 decision and to restore the relativities which that decision changed and on the other hand to extend the reasoning of the 1954 Judgment to margins which the Court was not then prepared to reduce.

"In all the circumstances we are not prepared to accede either to the Unions' submissions or to the employers' submission in this regard, and we have accepted the relativities established by the 1954 decision except to the extent necessary to round some of the figures off.

"The question of relativities in margins in the Metal Trades Award, based on work value, is thus still open."†

*Over-Award Payments.*—"The question of over-award payments is a complex one. The material before us is fragmentary and incomplete and it contains difficulties because many of the descriptions used were not defined in advance and may mean different things in different places. From the very nature of things it may not be possible to obtain precise and complete information from Union sources. Nevertheless, we feel that the material

\* Print No. A7072, p. 12.

† Ibid., p. 13.

put before us by the Unions on this occasion, unanswered by evidence from the employers, is helpful to the extent indicated hereafter. The question of what is in fact being paid in an industry has been regarded as a relevant consideration in wage fixation by the Commonwealth Court of Conciliation and Arbitration. It has been regarded as relevant even when the amounts paid were obtained under pressure. *See* Metal Trades case (37 C.A.R. 176 at p. 182) and Bank Officials' case (34 C.A.R. 843 at p. 849).\*\*

“ We have given earnest consideration to the question whether this Commission should pay regard to payments which have been obtained by duress. From the economic point of view it seems hardly open to question that the means by which over-award payments of sufficient duration were obtained is irrelevant when one is concerned with discovering economic capacity. The mere fact that such amounts are being paid and have been paid over an appreciable period is sufficient to demonstrate capacity. We would point out, however, that the over-award payments with which we are dealing are, in the main, over-award payments which have been built up over the past five years since the 1954 Metal Trades Award was made. If, in that time, the Unions concerned in the applications before us had applied their energies to seeking relief in this tribunal instead of seeking to obtain relief by direct action it may well be that instead of an incomplete and fragmentary picture of over-award payments, identifiable and general increased payments might have been obtained through the processes of arbitration.

“ We have been unable on the material before us to arrive at any figure which could be said to be a reliable average over-award payment for any classification. The most we are able to say in the context of our general industrial knowledge is that in the Metal Trades industry there are over-award payments of varying amounts in quite a number of establishments. We have taken this factor, indefinite though it is, into account in arriving at our decision.”\*

*Economic Considerations.*—Counsel for the unions took as the starting point for his economic submissions the year in which, he said, rates had last been properly fixed in the Award, namely, 1947. He submitted that there had been a remarkable improvement in the economy since that date, and that over the period since then the economy had shown itself able to sustain the increases in margins claimed.

The employers took as their starting point 1954, the year in which margins were last fixed in this industry, and submitted that capacity had not improved since that time.

In reviewing the economic situation, the Commission considered the current position in the light of information which had become available since the 1959 Basic Wage Judgment. After considering various indicators of the state of the economy the Commission discussed the problems of inflation and the maintenance of economic stability. The Commission stated its views as follows :—

“ We are conscious of the desirability of attempting to maintain the economic stability which this country has achieved. We are also conscious of the desirability of ensuring that wage justice should be done to employees

under this Award. We have looked at the increases which we propose to grant in this case in the light of the submissions about economic stability and we do not consider that such increases are so likely to affect that stability that the economy will be adversely affected. If marginal increases cannot be granted in time of economic prosperity such as the present, it is difficult to imagine when they can be granted.”\*

“ We have considered, with the qualifications already mentioned in this Judgment, the decrease in the purchasing power of money which has occurred since the 1954 marginal fixation, we have assessed as well as we are able to the increased capacity which has occurred in the Australian economy since that time and the fact that productivity has played its part in that increase of strength, and we have considered the Basic Wage decisions and appraisals of the economy by the Court and the Commission since 1954. In the result we have thought it proper to increase margins in the Metal Trades industry in the particular circumstances which confront us by an amount which exceeds the loss in purchasing power of the 1954 margins which excess we consider has been earned by the contribution of the employees to productivity increases and made possible by the additional strength of the national economy.”\*

*Conclusion.*—“ In view of all the foregoing we have come to the conclusion that the employers’ application to reduce wages under this award should be rejected and that increases in margins may properly be granted. We have tested the amount of increase to be awarded by taking certain representative classifications for which we award the following increases:—

—	Present Margin.	Increase.		New Margin.
		s.	d.	
Duster .. .. ..	125 0	35	0	160 0
Forger .. .. ..	105 0	29	6	134 6
Fitter .. .. ..	75 0	21	0	96 0
Machinist—2nd class .. .. ..	50 0	14	0	64 0
Process worker .. .. ..	22 0	6	0	28 0

“ It will be seen that these new margins represent an increase of 28 per cent. and we award for all other classifications adjustments of 28 per cent. on current margins, the amount of the increase to be taken to the nearest 6d.”†

“ The order giving effect to this decision will be settled by the Registrar with recourse if necessary to a member of this bench and will be expressed as a variation of the existing Award, the period of operation being until 30th November, 1961.”‡

Judgment was also delivered on 27th November, 1959 in connexion with the application for variation of margins in the Gold and Metalliferous Mining Award.‡ The margin for the miner was increased from 32s. to 42s. 6d. a week from the beginning of the first full pay-period commencing in December, 1959. Marginal claims for other classifications were referred back to the appropriate Commissioner for consideration.

\* Print No. A7072, p. 20.

† Ibid., p. 21.

‡ Ibid., p. 22.

The Commission delivered a judgment on the application for interim increases with regard to the Metal Trades Award, Part II., The Aircraft Industry Award, Part II. and the Bank Officials' Award on 11th December, 1959. After considering the principles to be applied in determining whether interim increases should be made and, if so, how they should be assessed, the Commission concluded that interim increases should be granted, as follows:—

*Metal Trades Award, Part II. and Aircraft Industry Award, Part II.*—A 20 per cent. increase in margins to graduates and diplomats, payable as from the beginning of the first full pay-period commencing in December, 1959.

*Bank Officials' Award.*—A 20 per cent. increase in margins to officers in the 10th to 18th year of service inclusive and to accountants and managers, payable retrospectively as from 11th June, 1959. Increases were not awarded to more junior officers, nor to females.

#### § 7. Child Endowment in Australia.

In June, 1927, the Commonwealth Government called a conference at Melbourne of the Premiers of the several States to consider the question of child endowment from a national standpoint. The Prime Minister submitted various estimates of the cost of endowing dependent children under fourteen years of age in Australia at 5s. a week. After discussion, it was decided to refer the matter to a Royal Commission to be appointed by the Commonwealth Government.

The Commission submitted its report on 15th December, 1928. It was not unanimous in its findings, and the opinions and recommendations of the members were embodied in two separate reports, which dealt exhaustively with the constitutional aspects, existing systems, industrial legislation, the basic wage, standard of living, regulation of wages, working conditions and cognate matters.

The findings and recommendations in the *majority* and *minority* reports were given in Labour Report No. 19.

At the conference of Commonwealth and State Ministers held at Canberra in May, 1929, the Prime Minister stated that the Commonwealth Government was not prepared to adopt a scheme financed entirely from the proceeds of taxation, as had been recommended in the minority report. The Commonwealth Government agreed with the majority of the Commission that child endowment could not be separated from the control of the basic wage—a power which the Commonwealth did not possess and which the States were not prepared to relinquish. The Government, therefore, did not propose to establish any system of child endowment.

It was generally agreed that any scheme which would increase the charges upon industry would be unwise at that particular time. The matter of child endowment was accordingly left to be dealt with as the State Governments should think proper.

Early in 1941, the Commonwealth Government announced its intention to introduce a scheme of child endowment throughout Australia. The necessary legislation\* was passed and the scheme came into operation from 1st July, 1941. Appropriate steps were then taken for the termination of existing schemes operating in New South Wales and the Commonwealth Public Service. The New South Wales system of child endowment was in operation from July, 1927 to July, 1941, and the Commonwealth Public Service system operated from November, 1920 until July, 1941. Details of these schemes appeared in earlier issues of the Labour Report (see No. 36, page 103). From 1st July, 1941, when the Commonwealth Child Endowment scheme was introduced, the rate of endowment for children under 16 years of age was 5s. a week for each child in excess of one in a family and for each child in an approved institution, the rate being increased to 7s. 6d. a week from 26th June, 1945, and to 10s. a week from 9th November, 1948. Endowment in respect of the first child under 16 years in a family was first provided for by an amendment of the legislation in June, 1950. At present the main features of the scheme are as follows:—

Any person who is a resident of Australia and has the custody, care and control of one or more children under the age of 16 years, or an approved institution of which children are inmates, shall be qualified to receive an endowment in respect of each child.

From 20th June, 1950, the rates of endowment have been—

- (a) where the endowee has one child only, 5s. a week;
- (b) where the endowee has two or more children—in respect of the elder or eldest child, 5s. a week and in respect of each other child, 10s. a week;
- (c) where the endowee is an approved institution, 10s. a week for each child inmate.

There are provisions to cover cases of families divided by reason of divorce, separation, death of a parent or other circumstances. In such cases payment may be made to the father, mother or other person.

A child born during the mother's temporary absence from Australia is deemed to have been born here.

There is a twelve months residential requirement for claimants and children who were not born in Australia, but this is waived if the claimant and the child are likely to remain permanently in Australia.

There is no means test.

Endowment will be paid for the children of members of the naval, military or air forces of the United Kingdom who are serving with the Australian Forces from the time of arrival of the children in Australia.

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\* Act No. 8, 1941 (Child Endowment Act) as amended by No. 5, 1942 and Nos. 10 and 41, 1945 (now Part VI. of the Social Services Act 1947-1959).

A summary of the operations of this scheme during each of the years 1954–55 to 1958–59 is given below:—

CHILD ENDOWMENT: AUSTRALIA.

At 30th June—	Endowed Families.		Approved Institutions.		Total Number of Endowed Children.
	Number of Claims in Force.	Number of Endowed Children.	Number of Institutions.	Number of Endowed Children.	
1955 ..	1,304,227	2,764,167	392	24,394	2,788,561
1956 ..	1,339,807	2,854,524	392	21,140	2,875,664
1957 ..	1,378,169	2,957,046	397	21,145	2,978,191
1958 ..	1,415,378	3,051,699	415	22,246	3,073,945
1959 ..	1,451,516	3,149,516	421	22,307	3,171,823

Year.	Amount Paid to Endowees and Approved Institutions.	Annual Liability for Endowment at 30th June.	Average Annual Rate of Endowment per Endowed Family at 30th June.	Average Number of Endowed Children per Endowed Family at 30th June.	Number of Endowed Children in each 10,000 of Population.
1954–55..	£ 52,529,902	£ 55,547,635	£ 42.104	2.119	3,031
1955–56..	60,380,685	57,349,773	42.394	2.131	3,050
1956–57..	57,036,962	59,516,769	42.786	2.146	3,088
1957–58..	58,733,561	61,522,656	43.059	2.156	3,122
1958–59..	67,539,615	63,597,690	43.415	2.170	3,172

## CHAPTER IV.—EMPLOYMENT AND UNEMPLOYMENT.

### § 1. Employment.

1. **General.**—Data on which this section is based are divided into two main categories: (a) Censuses, 1933, 1947 and 1954 and quasi-Censuses; and (b) monthly returns for Pay-roll Tax purposes, supplemented by regular returns of Government employment and other direct collections.

The first quasi-Census was the National Register, July, 1939. It covered males aged 18–64 years and, supplemented by other data, provided estimates for July, 1939. The Civilian Register, June, 1943, and the Occupation Survey, June, 1945, covered civilians aged 14 years and over and were supplemented by records of the defence forces. Pay-roll Tax returns first became available in July, 1941.

2. **Total Occupied Persons.**—(i) **General.**—The total number of occupied persons in Australia is obtained from the results of each population Census, supplemented by data in respect of Australian defence personnel serving outside Australia, who, in accordance with usual Census procedure, are not recorded in the Census. The figures shown below in sub-paras. (ii) and (iii) are derived from the 1933, 1947 and 1954 Censuses, after making the adjustments referred to in the notes to the table below and in the accompanying text (sub-para. (ii)).

(ii) **Australia.**—The figures in the table below are divided into three categories:—(a) defence forces; (b) all persons fully occupied as employers, or as self-employed in businesses or on farms; and (c) wage and salary earners employed, or occupied as casual, part-time, intermittent or seasonal workers. “Unemployed” persons (see explanation on page 95) are excluded.

All unpaid “helpers” in non-rural industry have been included with wage and salary earners. Male unpaid “helpers” in rural industry have been included with employers and self-employed persons, as it is considered that the majority of these are sons or other close relatives of farmers working in *de facto* partnership, or as learners with the farm owner. Unpaid female “helpers” on farms are fairly numerous. Generally they are occupied mainly in home duties, and, with all other women occupied in unpaid home duties, have been excluded from the category of occupied persons.

**TOTAL OCCUPIED PERSONS: AUSTRALIA, JUNE, 1933, 1947 AND 1954.**  
(‘000.)

30th June,	Defence Forces. (a)	Employers and Self-employed.			Wage and Salary Earners.			Total Occupied Civilians.	Total Occupied Persons, including Defence Forces. (a)
		Rural Industry.	Other Industries.	Total.	Rural Industry.	Other Industries.	Total.		
<b>MALES.</b>									
1933	..	5.8	293.5	249.0	542.5	200.1	989.8	1189.9	1732.4
1947	..	53.2	278.9	286.8	565.7	148.2	1659.4	1807.6	2373.3
1954	..	(b) 50.9	279.2	316.9	596.1	154.2	2020.3	2174.5	2770.6
<b>FEMALES.</b>									
1933	..	..	15.2	56.3	71.5	3.2	446.6	449.8	521.3
1947	..	0.8	13.8	55.8	69.6	8.1	d659.9	668.0	737.6
1954	..	2.0	19.6	62.1	81.7	7.6	735.4	743.0	824.7
<b>PERSONS.</b>									
1933	..	5.8	308.7	305.3	614.0	203.3	1436.4	1639.7	2253.7
1947	..	54.0	292.7	342.6	635.3	156.3	2319.3	2475.6	3110.9
1954	..	52.9	298.8	379.0	677.8	161.8	2755.7	2917.5	3595.3
<b>2259.5</b>									

(a) Includes those serving outside Australia. (b) Excludes approximately 10,300 males undergoing full-time National Service training at the time of the Census. With the exception of full-time students these persons have been included in the figures of occupied civilians. (c) Includes females in private domestic service:—106,700 in 1933, 40,200 in 1947 and 29,600 in 1954. (d) Includes an estimate of 40,400 part-time workers not classified as wage earners at the Census.

The numbers of defence personnel serving outside Australia who were included in the defence forces shown in the table above were 13,843 males, 143 females in 1947 and 5,841 males, 62 females in 1954.

During the fourteen years from 1933 to 1947 the number of persons actually occupied at work increased by 905,400, or by an average of 64,700 a year, whilst during the seven years from 1947 to 1954 the increase amounted to 483,300 or 69,000 a year. Practically all of the increase in the number of occupied persons during the years 1947 to 1954 was due to growth of the total available work force. During the previous intercensal period (1933 to 1947) the increase in the number of persons occupied comprised approximately 400,000 persons who had been unemployed in 1933 and approximately 500,000 growth in the total available work force.

The total numbers of employers, self-employed and wage earners of both sexes classified at the Census as engaged in agricultural, pastoral and dairying industries (excluding female "helpers"—see above) declined from 512,000 in 1933 to 460,600 in 1954. There was very little movement in the figures between 1947 and 1954.

The proportion of male employers and self-employed in industries other than rural declined from 20.1 per cent. of occupied civilian males in these industries in 1933 to 14.7 per cent. in 1947, and to 13.6 per cent. in 1954. The corresponding proportion of female employers and self-employed declined from 11.2 per cent. in 1933 to 7.8 per cent. in 1947, and remained constant at 7.8 per cent. in 1954. The increase in the numbers of male employers and self-employed in non-rural industries during the years 1947 to 1954 averaged only 4,300 a year. The average increase during the same period in the number of male wage earners in these industries was 51,600 a year.

(iii) *States*.—The following table shows the total numbers of occupied males and females in each State and Territory at the Censuses of 1947 and 1954, classified as defence forces, employers and self-employed persons, and wage and salary earners.

**TOTAL OCCUPIED PERSONS: STATES AND TERRITORIES,  
JUNE, 1947 AND 1954.**

('000.)

State or Territory.	Defence Forces. (a)		Employers and Self-employed.		Wage and Salary Earners.		Total Occupied Persons, including Defence Forces. (a)	
	June, 1947.	June, 1954.	June, 1947.	June, 1954.	June, 1947.	June, 1954.	June, 1947.	June, 1954.

MALES.

			(b)					
New South Wales ..	23.1	21.4	197.5	207.3	728.1	833.7	948.7	1062.4
Victoria ..	15.9	15.0	158.1	167.1	490.5	596.9	664.5	779.0
Queensland ..	5.9	6.6	96.9	99.7	252.0	307.4	354.8	413.7
South Australia ..	2.6	2.3	51.8	55.5	153.3	194.1	207.7	251.9
Western Australia ..	3.4	3.1	39.8	44.3	116.6	156.1	159.8	203.5
Tasmania ..	0.8	0.8	20.1	20.2	57.8	71.9	78.7	92.9
Northern Territory ..	0.8	0.7	1.0	1.1	4.0	5.8	5.8	7.6
Aust. Capital Territory	0.7	1.0	0.5	0.9	5.3	8.6	6.5	10.5
<i>Australia</i> ..	53.2	50.9	565.7	596.1	1807.6	2174.5	2426.5	2821.5

(a) Includes those serving outside Australia. (b) Excludes approximately 10,300 males undergoing full-time National Service training at the time of the Census. See also footnotes to previous table.

TOTAL OCCUPIED PERSONS: STATES AND TERRITORIES,  
JUNE, 1947 AND 1954—*continued.*  
('000.)

State or Territory.	Defence Forces. (a)		Employers and Self-employed.		Wage and Salary Earners.		Total Occupied Persons, including Defence Forces. (a)	
	June, 1947.	June, 1954.	June, 1947.	June, 1954.	June, 1947.	June, 1954.	June, 1947.	June, 1954.
FEMALES.								
New South Wales ..	0.3	0.5	25.4	29.0	268.6	290.6	294.3	320.1
Victoria ..	0.4	0.8	22.5	25.3	202.0	227.0	224.9	253.1
Queensland ..	0.1	0.2	10.2	12.5	83.9	93.1	94.2	105.8
South Australia ..	..	0.1	5.2	7.0	52.9	59.9	58.1	67.0
Western Australia ..	..	0.1	4.3	5.6	39.2	46.6	43.5	52.3
Tasmania ..	..	0.1	1.8	2.1	18.9	21.7	20.7	23.9
Northern Territory ..	..	0.1	0.1	0.1	0.7	1.3	0.8	1.5
Aust. Capital Territory ..	..	0.1	0.1	0.1	1.8	2.8	1.9	3.0
<i>Australia</i> ..	<i>0.8</i>	<i>2.0</i>	<i>69.6</i>	<i>81.7</i>	<i>668.0</i>	<i>743.0</i>	<i>738.4</i>	<i>826.7</i>
PERSONS.								
New South Wales ..	23.4	(b) 21.9	222.9	236.3	996.7	1,124.3	1,243.0	1,382.5
Victoria ..	16.3	15.8	180.6	192.4	692.5	823.9	889.4	1,032.1
Queensland ..	6.0	6.8	107.1	112.2	335.9	400.5	449.0	519.5
South Australia ..	2.6	2.4	57.0	62.5	206.2	254.0	265.8	318.9
Western Australia ..	3.4	3.2	44.1	49.9	155.8	202.7	203.3	255.8
Tasmania ..	0.8	0.9	21.9	22.3	76.7	93.6	99.4	116.8
Northern Territory ..	0.8	0.8	1.1	1.2	4.7	7.1	6.6	9.1
Aust. Capital Territory ..	0.7	1.1	0.6	1.0	7.1	11.4	8.4	13.5
<i>Australia</i> ..	<i>54.0</i>	<i>52.9</i>	<i>635.3</i>	<i>677.8</i>	<i>2,475.6</i>	<i>2,917.5</i>	<i>3,164.9</i>	<i>3,648.2</i>

(a) Includes those serving outside Australia. (b) Excludes approximately 10,300 males undergoing full-time National Service training at the time of the Census. See also footnotes to previous table.

The occupied population of Australia (including defence forces but excluding unemployed, pensioners, retired, persons of independent means and dependants) increased from 1947 to 1954 by 15.3 per cent. The percentage increase in each State and Territory was as follows:—New South Wales, 11.2; Victoria, 16.0; Queensland, 15.7; South Australia, 20.0; Western Australia, 25.8; Tasmania, 17.5; Northern Territory, 37.9; and Australian Capital Territory, 60.7.

**3. Wage and Salary Earners in Civilian Employment.**—(i) *General.*—Monthly estimates of the number of wage and salary earners in civilian employment (excluding employees in rural industry and female private domestics) are obtained from three main sources, namely, (a) monthly data as to persons employed in factories as shown at annual Factory Censuses; (b) current monthly returns from Governmental Bodies; and (c) current monthly Pay-roll Tax returns. There are also some other direct records of monthly employment (e.g., for hospitals).

These are supplemented by estimates of the number of employees outside the ambit of the Factory Census, returns from Governmental Bodies and Pay-roll Tax returns. Monthly numbers of factory employees subsequent to June, 1959 are estimated and are subject to revision when the Factory Censuses for 1959–60 and ensuing years are tabulated.

The estimates of wage and salary earners in this section are compiled on an establishment or enterprise basis, and therefore do not cover exactly the same area of industry as do the relevant industry tabulations of the General Censuses of 1947 and 1954, which are based on the returns of individual employees.

The purpose of these estimates of employment is to measure, as nearly as may be with available data, current monthly *trends* in employment in the defined field. Industry groups herein are not identical in coverage with Census groups.

Pay-roll Tax returns are lodged by all employers paying more than £200 a week in wages, other than certain Commonwealth Government Bodies, religious and benevolent institutions, public hospitals and other similar organizations specifically exempted under the Pay-roll Tax Assessment Act 1941–1957.

(ii) *Australia: Industrial Groups.*—The table shows total male and female wage and salary earners in civilian employment (excluding employees in rural industry, female private domestics, permanent defence forces and National Service trainees in camp) subdivided to show the extent of employment provided by Government bodies and by private employers respectively. Principal industrial groups shown in the table include both private employees and Government employees, if any. (Current figures are published in the *Monthly Bulletin of Employment Statistics*.) The manufacturing employment figures published in this table comprise (i) the series showing actual monthly employment in factories as recorded at successive annual Censuses of Factories to June, 1959 (see pp. 93–94), with interim estimates for subsequent months, and (ii) estimates of the number of employees in industrial establishments outside the scope of the definition of a factory (see p. 93) and persons employed by factory proprietors but engaged in selling and distribution, etc.

The series referred to in (i) above replaces the Pay-roll Tax series of employment estimates included in the "Manufacturing" figures shown in issues of this Report prior to No. 45, 1957. Adoption of this new series entailed adopting also new series for "Private Employment" and "Total Employment" for males, females and persons.

#### WAGE AND SALARY EARNERS IN CIVILIAN EMPLOYMENT: INDUSTRIAL GROUPS, AUSTRALIA.

(*Excluding Rural Wage Earners, Female Private Domestics, Personnel in Defence Forces and National Service Trainees in Camp.*)

('000.)

Industrial Group.	June, 1954.	June, 1955.	June, 1956.	June, 1957.	June, 1958.	June, 1959.	Decem- ber, 1959.
MALES.							
Mining and Quarrying ..	58.7	58.3	57.3	56.3	51.6	49.1	49.0
Manufacturing, etc.(a) ..	798.7	826.2	842.4	845.1	857.2	873.6	885.9
Building and Construction ..	205.7	211.8	214.6	207.4	202.4	205.2	201.9
Transport(b) ..	238.7	244.7	245.9	245.1	242.1	241.7	239.0
Communication ..	61.4	64.0	64.5	67.9	69.7	70.9	70.7
Property and Finance ..	57.9	59.6	61.7	64.0	66.0	68.8	69.7
Retail Trade ..	128.4	129.3	130.0	129.6	132.7	133.6	141.0
Wholesale and other Commerce ..	140.4	147.5	151.0	150.0	150.3	152.7	157.3
Public Authority Activity, n.e.i. ..	97.5	99.2	100.6	101.7	104.0	105.4	105.8
Health ..	25.9	26.0	26.8	27.1	27.5	28.3	28.8
Education ..	36.7	38.8	40.9	43.5	45.4	49.1	49.5
Hotels, Personal Service, etc. ..	52.1	54.3	54.4	54.7	54.9	54.3	56.3
Other(c) ..	88.2	90.0	92.1	93.0	94.1	94.9	96.7
Total ..	1,990.3	2,049.7	2,082.2	2,085.4	2,097.9	2,127.6	2,151.5
Government(d) ..	581.4	599.1	604.9	609.5	621.8	633.9	630.1
Private ..	1,408.9	1,450.6	1,477.3	1,475.9	1,476.1	1,493.7	1,521.4
Total ..	1,990.3	2,049.7	2,082.2	2,085.4	2,097.9	2,127.6	2,151.5

For footnotes see next page.

WAGE AND SALARY EARNERS IN CIVILIAN EMPLOYMENT: INDUSTRIAL GROUPS, AUSTRALIA—*continued.*

(Excluding Rural Wage Earners, Female Private Domestics, Personnel in Defence Forces and National Service Trainees in Camp.)

('000.)

Industrial Group.	June, 1954.	June, 1955.	June, 1956.	June, 1957.	June, 1958.	June, 1959.	December, 1959.
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## FEMALES.

Mining and Quarrying .. .	1.0	1.1	1.2	1.2	1.1	1.1	1.1
Manufacturing, etc.(a) .. .	239.0	245.7	250.0	250.4	251.7	256.8	267.7
Building and Construction .. .	4.7	4.9	5.1	5.3	5.5	5.6	5.7
Transport(b) .. .	18.7	19.7	20.7	20.4	20.3	20.6	20.9
Communication .. .	17.8	18.7	19.4	19.7	19.6	19.7	19.8
Property and Finance .. .	34.7	38.1	41.8	43.5	45.4	48.0	48.8
Retail Trade .. .	115.3	121.7	123.0	121.6	125.6	126.5	137.2
Wholesale and other Commerce .. .	42.3	45.0	46.3	46.8	46.9	47.3	48.1
Public Authority Activity, n.e.i. .. .	27.3	28.6	29.1	29.2	29.8	30.7	30.9
Health .. .	70.8	73.5	77.6	79.4	82.1	87.6	88.5
Education .. .	44.9	48.0	50.6	53.9	56.3	60.8	60.2
Hotels, Personal Service, etc. .. .	67.0	69.6	70.2	69.5	68.7	68.3	69.7
Other(c) .. .	36.2	37.3	38.4	39.3	39.5	40.0	40.8
<i>Total</i> .. .	<i>719.7</i>	<i>751.9</i>	<i>773.4</i>	<i>780.2</i>	<i>792.5</i>	<i>813.0</i>	<i>839.4</i>
Government(d) .. .	114.5	122.8	129.8	132.8	136.6	143.9	143.5
Private .. .	605.2	629.1	643.6	647.4	655.9	669.1	695.9
<i>Total</i> .. .	<i>719.7</i>	<i>751.9</i>	<i>773.4</i>	<i>780.2</i>	<i>792.5</i>	<i>813.0</i>	<i>839.4</i>

## PERSONS.

Mining and Quarrying .. .	59.7	59.4	58.5	57.5	52.7	50.2	50.1
Manufacturing, etc.(a) .. .	1,037.7	1,071.9	1,092.4	1,095.5	1,108.9	1,130.4	1,153.6
Building and Construction .. .	210.4	216.7	219.7	212.7	207.9	210.8	207.6
Transport(b) .. .	257.4	264.4	266.6	265.5	262.4	262.3	259.9
Communication .. .	79.2	82.7	83.9	87.6	89.3	90.6	90.5
Property and Finance .. .	92.6	97.7	103.5	107.5	111.4	116.8	118.5
Retail Trade .. .	243.7	251.0	253.0	251.2	258.3	260.1	278.2
Wholesale and other Commerce .. .	182.7	192.5	197.3	196.8	197.2	200.0	205.4
Public Authority Activity, n.e.i. .. .	124.8	127.8	129.7	130.9	133.8	136.1	136.7
Health .. .	96.7	99.5	104.4	106.5	109.6	115.9	117.3
Education .. .	81.6	86.8	91.5	97.4	101.7	109.9	109.7
Hotels, Personal Service, etc. .. .	119.1	123.9	124.6	124.2	123.6	122.6	126.0
Other(c) .. .	124.4	127.3	130.5	132.3	133.6	134.9	137.5
<i>Total</i> .. .	<i>2,710.0</i>	<i>2,801.6</i>	<i>2,855.6</i>	<i>2,865.6</i>	<i>2,890.4</i>	<i>2,940.6</i>	<i>2,990.9</i>
Government(d) .. .	695.9	721.9	734.7	742.3	758.4	777.8	773.6
Private .. .	2,014.1	2,079.7	2,120.9	2,123.3	2,132.0	2,162.8	2,217.3
<i>Total</i> .. .	<i>2,710.0</i>	<i>2,801.6</i>	<i>2,855.6</i>	<i>2,865.6</i>	<i>2,890.4</i>	<i>2,940.6</i>	<i>2,990.9</i>

(a) Includes employees engaged in selling and distribution, etc., who are outside the scope of the factory employment figures as defined and published on pp. 93-94. (b) Includes road transport; shipping and stevedoring; rail and air transport. (c) Includes forestry, fishing and trapping; law and order; religion and social welfare; other professional services; amusement, sport and recreation.

(d) Includes employees of Commonwealth, State, Local and Semi-Governmental bodies. For further details see p. 95.

A graph showing wage and salary earners in civilian employment in the main industrial groups appears on page 97.

(iii) *States*.—Statistics of total employment of wage and salary earners (excluding rural and female private domestic employment and defence forces) since 1950 are shown for each State and Territory in the following table.

**WAGE AND SALARY EARNERS IN CIVILIAN EMPLOYMENT: STATES.**

(*Excluding Rural Wage Earners, Female Private Domestics, Personnel in Defence Forces and National Service Trainees in Camp.*)

('000.)

Year and Month.	N.S.W.	Vic.	Q'land.	S. Aust.	W. Aust.	Tas.	N.T.	A.C.T.	Aust.
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**MALES.**

1950—June	..	745.5	517.8	254.4	166.4	122.2	58.9	4.5	7.7	1,877.4
1951—June	..	768.6	536.1	264.4	170.8	127.9	60.8	4.6	8.1	1,941.3
1952—June	..	762.9	539.0	263.0	172.3	129.6	61.8	4.4	8.3	1,941.3
1953—June	..	745.2	536.8	259.8	171.3	133.5	62.3	4.6	8.5	1,922.0
1954—June	..	771.3	556.8	269.6	176.8	139.1	63.6	4.9	8.2	1,990.3
1955—June	..	794.1	576.2	278.2	180.8	141.5	65.1	4.8	9.0	2,049.7
1956—June	..	808.3	583.2	282.4	187.9	140.5	65.7	5.2	9.0	2,082.2
1957—June	..	810.2	586.0	282.6	186.4	138.4	66.0	5.8	10.0	2,085.4
1958—June	..	813.9	592.9	282.8	186.0	138.6	67.0	5.6	11.1	2,097.9
1959—June	..	819.0	603.4	287.8	192.0	140.0	67.6	5.9	11.9	2,127.6
1959—December	..	832.8	614.2	281.2	194.4	141.1	69.0	6.0	12.8	2,151.5

**FEMALES.**

1950—June	..	281.1	213.0	84.9	53.8	40.4	19.4	0.9	2.1	695.6
1951—June	..	295.2	223.0	88.4	56.3	42.1	20.4	0.8	2.5	728.7
1952—June	..	273.2	210.3	85.5	54.2	41.1	19.8	0.8	2.5	687.4
1953—June	..	269.8	209.2	85.8	52.5	41.4	20.2	0.9	2.5	682.3
1954—June	..	284.3	221.1	88.6	56.6	43.4	21.2	0.9	2.6	719.7
1955—June	..	297.4	232.4	92.1	59.8	44.3	21.8	1.0	3.1	751.9
1956—June	..	305.9	238.5	93.7	62.5	45.1	23.2	1.2	3.3	773.4
1957—June	..	309.3	240.4	95.8	62.4	44.5	22.9	1.2	3.7	780.2
1958—June	..	314.4	244.5	95.9	63.4	45.6	23.5	1.3	3.9	792.5
1959—June	..	320.4	252.8	97.9	65.9	47.0	23.3	1.4	4.3	813.0
1959—December	..	332.6	261.3	99.6	68.0	48.2	23.7	1.5	4.5	839.4

**PERSONS.**

1950—June	..	1,026.6	730.8	339.3	220.2	162.6	78.3	5.4	9.8	2,573.0
1951—June	..	1,063.8	759.1	352.8	227.1	170.0	81.2	5.4	10.6	2,670.0
1952—June	..	1,036.1	749.3	348.5	226.5	170.7	81.6	5.2	10.8	2,628.7
1953—June	..	1,015.0	746.0	345.6	223.8	174.9	82.5	5.5	11.0	2,604.3
1954—June	..	1,055.6	778.9	358.2	233.4	182.5	84.8	5.8	10.8	2,710.0
1955—June	..	1,091.5	808.6	370.3	240.6	185.8	86.9	5.8	12.1	2,801.6
1956—June	..	1,114.2	821.7	376.1	250.4	185.6	88.9	6.4	12.3	2,855.6
1957—June	..	1,119.5	826.4	378.4	248.8	182.9	88.9	7.0	13.7	2,865.6
1958—June	..	1,128.3	837.4	378.7	249.4	184.2	90.5	6.9	15.0	2,890.4
1959—June	..	1,139.4	856.2	385.7	257.9	187.0	90.9	7.3	16.2	2,940.6
1959—December	..	1,165.4	875.5	380.8	262.4	189.3	92.7	7.5	17.3	2,990.9

The number of male wage and salary earners in Australia in civilian employment, excluding rural, increased rapidly after the end of the 1939-45 War, and continued to increase until March, 1952. During 1952-53, however,

the numbers employed fell continuously, to 1,894,000 in January, 1953. Apart from minor fluctuations, male employment rose fairly steadily from February, 1953, reaching 2,088,300 in March, 1957. During the remainder of 1957 there was a slight decline, but subsequently male employment again increased, particularly towards the end of 1959.

After the end of the war, female employment declined in all States, particularly in Victoria and South Australia, but it increased again from January, 1946. The initial post-war peak of 733,300 recorded in November, 1951 was followed by a steady decline to 672,100 in January, 1953. Subsequently, female employment rose fairly steadily, especially during 1959.

(iv) *Factories*.—The following table shows the number of employees in the main factory classes in June of each of the years 1954 to 1959. The figures refer to the reported employment in factories as defined for the purposes of the annual production census, results of which are published in the annual bulletin, *Secondary Industries*. In this connexion a factory is defined as an industrial establishment in which four or more persons are employed, or in which power other than manual is used. The employees covered are those engaged in manufacturing activities and exclude working proprietors and those engaged in selling and distribution, etc.

#### EMPLOYMENT IN FACTORIES ACCORDING TO MAIN CLASSES: AUSTRALIA.

('000.)

Class of Factory.	Number of Employees in June—					
	1954.	1955.	1956.	1957.	1958.	1959.

#### MALES.

Treatment of Non-metalliferous Mine and Quarry Products .. ..	17.9	19.2	19.2	18.6	19.1	19.9
Bricks, Pottery, Glass .. ..	20.3	20.7	20.1	19.5	20.5	21.0
Chemicals, Oils, Paints, etc. .. ..	30.1	32.7	34.7	35.2	36.6	37.2
Metals, Machines, Vehicles, etc. .. ..	357.9	374.8	387.3	388.3	396.1	407.1
Jewellery, Watches, etc. .. ..	4.2	4.2	4.1	4.1	4.0	3.7
Textiles (including knitted goods) .. ..	29.7	27.9	28.8	29.4	28.4	28.6
Skins and Leather .. ..	10.6	10.4	9.9	9.8	9.3	9.2
Clothing (including shoes) .. ..	28.5	27.9	27.3	27.3	26.6	26.2
Food, Drink and Tobacco .. ..	88.3	89.2	87.8	88.4	87.6	87.9
Sawmilling and Woodworking .. ..	52.2	54.3	53.8	51.5	52.0	52.2
Cabinet Making, Furniture, etc. .. ..	15.9	16.3	15.6	16.0	16.7	16.3
Paper, Printing, etc. .. ..	41.2	43.0	45.1	46.1	48.2	49.8
Rubber .. ..	12.0	13.1	13.7	14.3	14.6	14.7
Musical Instruments and Miscellaneous Manufactures .. ..	13.5	13.6	14.3	15.1	14.9	14.9
Heat, Light and Power .. ..	15.7	16.2	16.3	16.6	16.5	16.9
<i>Total</i> .. ..	738.0	763.5	778.0	780.2	791.1	805.6

EMPLOYMENT IN FACTORIES ACCORDING TO MAIN CLASSES:  
AUSTRALIA—*continued.*

('000.)

Class of Factory.	Number of Employees in June—					
	1954.	1955.	1956.	1957.	1958.	1959.
<b>FEMALES.</b>						
Treatment of Non-metalliferous Mine and Quarry Products ..	0.7	0.8	0.9	0.9	1.0	1.0
Bricks, Pottery, Glass ..	1.9	2.0	2.0	1.9	1.9	2.0
Chemicals, Oils, Paints, etc. ..	9.3	10.1	10.5	10.0	10.4	10.8
Metals, Machines, Vehicles, etc. ..	38.3	43.4	45.1	47.8	52.3	54.1
Jewellery, Watches, etc. ..	1.2	1.1	1.2	1.2	1.1	1.0
Textiles (including knitted goods) ..	39.5	38.3	39.1	39.5	37.4	38.8
Skins and Leather ..	3.2	3.2	3.2	3.1	3.0	3.0
Clothing (including shoes) ..	77.9	76.5	75.8	73.6	72.1	72.6
Food, Drink and Tobacco ..	28.4	29.3	29.5	29.3	29.1	29.2
Sawmilling and Woodworking ..	2.6	2.8	3.0	3.1	3.0	3.2
Cabinet Making, Furniture, etc. ..	3.2	3.6	3.6	3.7	3.8	3.9
Paper, Printing, etc. ..	15.3	16.2	17.0	16.9	17.2	17.7
Rubber ..	3.3	3.5	3.5	3.5	3.6	3.7
Musical Instruments and Miscellaneous Manufactures ..	7.1	7.6	7.9	8.2	7.9	7.7
Heat, Light and Power ..	0.1	0.1	0.2	0.2	0.2	0.2
<i>Total</i> .. ..	<b>232.0</b>	<b>238.5</b>	<b>242.5</b>	<b>242.9</b>	<b>244.0</b>	<b>248.9</b>
<b>PERSONS.</b>						
Treatment of Non-metalliferous Mine and Quarry Products ..	18.6	20.0	20.1	19.5	20.1	20.9
Bricks, Pottery, Glass ..	22.2	22.7	22.1	21.4	22.4	23.0
Chemicals, Oils, Paints, etc. ..	39.4	42.8	45.2	45.2	47.0	48.0
Metals, Machines, Vehicles, etc. ..	396.2	418.2	432.4	436.1	448.4	461.2
Jewellery, Watches, etc. ..	5.4	5.3	5.3	5.3	5.1	4.7
Textiles (including knitted goods) ..	69.2	66.2	67.9	68.9	65.8	67.4
Skins and Leather ..	13.8	13.6	13.1	12.9	12.3	12.2
Clothing (including shoes) ..	106.4	104.4	103.1	100.9	98.7	98.8
Food, Drink and Tobacco ..	116.7	118.5	117.3	117.7	116.7	117.1
Sawmilling and Woodworking ..	54.8	57.1	56.8	54.6	55.0	55.4
Cabinet Making, Furniture, etc. ..	19.1	19.9	19.2	19.7	20.5	20.2
Paper, Printing, etc. ..	56.5	59.2	62.1	63.0	65.4	67.5
Rubber ..	15.3	16.6	17.2	17.8	18.2	18.4
Musical Instruments and Miscellaneous Manufactures ..	20.6	21.2	22.2	23.3	22.8	22.6
Heat, Light and Power ..	15.8	16.3	16.5	16.8	16.7	17.1
<i>Total</i> .. ..	<b>970.0</b>	<b>1002.0</b>	<b>1020.5</b>	<b>1023.1</b>	<b>1035.1</b>	<b>1054.5</b>

4. **Government Employees.**—(i) *States and Territories.*—The number of civilian employees of Commonwealth, State, Local and Semi-Governmental bodies in June and December, 1959 is shown in the following table. These include all employees of Government bodies on services such as railways, tramways, banks, post office, air transport, education, broadcasting, television, police, public works, factories and munitions establishments, migrant hostels, etc., as well as administrative employees, within Australia.

## CIVILIAN EMPLOYEES OF GOVERNMENT BODIES: JUNE AND DECEMBER, 1959.

State or Territory.	Commonwealth Government.(a)			State Government.(a)			Local Government.			Total.(a)		
	Males.	Females.	Persons	Males.	Females.	Persons.	Males.	Females.	Persons.	Males.	Females.	Persons.
JUNE, 1959.												
N.S.W.	58,341	15,583	73,924	135,997	29,733	165,730	28,052	3,207	31,259	222,390	48,523	270,913
Vic.	52,670	15,328	67,998	102,916	27,969	130,885	13,729	1,929	15,658	169,315	45,226	214,541
Qld.	18,494	4,885	23,379	56,943	9,017	65,960	18,524	981	19,505	93,961	14,883	108,844
S.A.	17,708	3,810	21,518	40,523	11,623	52,146	3,517	326	3,843	61,748	15,759	77,507
W.A.	9,657	2,284	11,941	39,902	7,592	47,494	3,667	362	4,029	53,226	10,238	63,464
Tas.	4,830	1,336	6,166	14,993	4,183	19,176	2,276	196	2,472	22,099	5,715	27,814
N.T.	3,004	774	3,778	..	..	..	83	7	90	3,087	781	3,868
A.C.T.	8,020	2,810	10,830	..	..	..	..	..	..	8,020	2,810	10,830
Aust.	172,724	46,810	219,534	391,274	90,117	481,391	69,848	7,008	76,856	633,846	143,935	777,781

## DECEMBER, 1959.

State or Territory.	Commonwealth Government.(a)			State Government.(a)			Local Government.			Total.(a)		
	Males.	Females.	Persons	Males.	Females.	Persons.	Males.	Females.	Persons.	Males.	Females.	Persons.
DECEMBER, 1959.												
N.S.W.	57,972	15,635	73,607	134,845	29,586	164,431	28,655	3,267	31,922	221,472	48,488	269,960
Vic.	52,198	15,046	67,244	101,519	27,782	129,301	14,076	1,967	16,043	167,793	44,795	212,588
Qld.	18,302	5,054	23,356	56,479	8,422	64,901	19,044	1,053	20,097	93,825	14,529	108,354
S.A.	17,693	3,795	21,488	40,475	11,794	52,269	3,498	338	3,836	61,666	15,927	77,593
W.A.	9,724	2,263	11,987	38,445	7,562	46,007	3,644	377	4,021	51,813	10,202	62,015
Tas.	4,921	1,308	6,229	14,644	4,198	18,842	2,340	210	2,550	21,905	5,716	27,621
N.T.	3,044	811	3,855	..	..	..	83	7	90	3,127	818	3,945
A.C.T.	8,544	2,986	11,530	..	..	..	..	..	..	8,544	2,986	11,530
Aust.	172,398	46,898	219,296	386,407	89,344	475,751	71,340	7,219	78,559	630,145	143,461	773,606

(a) Includes Semi-Governmental bodies. See explanation on page 94.

(ii) *Australia*.—The following table shows a comparison of the number of civilian employees of Commonwealth, State, Local and Semi-Governmental bodies in June of each of the years 1954 to 1959 and in December, 1959.

## CIVILIAN EMPLOYEES OF GOVERNMENT BODIES: AUSTRALIA.

Date.	Commonwealth Government.(a)			State Government.(a)			Local Government.			Total.(a)		
	Males.	Females.	Persons	Males.	Females.	Persons.	Males.	Females.	Persons.	Males.	Females.	Persons.
JUNE—												
1954 ..	156,604	41,579	198,183	363,095	67,466	430,561	61,643	5,493	67,136	581,342	114,538	695,880
1955 ..	160,840	44,291	205,131	373,238	72,728	445,966	65,026	5,771	70,797	599,104	122,790	721,894
1956 ..	162,314	46,114	208,428	377,077	77,587	454,664	65,558	6,138	71,696	604,949	129,839	734,788
1957 ..	165,566	45,612	211,178	378,055	80,825	458,880	65,854	6,376	72,230	609,475	132,813	742,288
1958 ..	169,764	45,654	215,418	384,424	84,326	468,750	67,603	6,688	74,291	621,791	136,668	758,459
1959 ..	172,724	46,810	219,534	391,274	90,117	481,391	69,848	7,008	76,856	633,846	143,935	777,781
Dec—	172,398	46,898	219,296	386,407	89,344	475,751	71,340	7,219	78,559	630,145	143,461	773,606

(a) Includes Semi-Governmental bodies. See explanation on p. 94.

## § 2. Unemployment.

The total number of persons "unemployed" has been recorded only at the dates of the various Censuses. Prior to the 1947 Census, persons who were "unemployed" were requested to furnish particulars of the cause and duration of unemployment, but from 1947 onwards the enquiry was broadened to include all persons (usually engaged in industry, business, trade, profession or service) who were out of a job and "not at work" at the time of the Census for whatever reason, including any not normally associated with unemployment. This change

in the form of the questionnaire probably resulted in some variation in response. The following table sets out the number of persons recorded within these categories at the Censuses of 1933 to 1954. The percentage of "unemployed" at each date to all wage and salary earners, comprising those estimated to be in employment and those unemployed, is also shown.

UNEMPLOYMENT (ALL CAUSES): AUSTRALIA, CENSUSES, 1933, 1947 AND 1954.

Date.	Wage and Salary Earners Unemployed. ('000.)			Proportion of Wage and Salary Earners Unemployed. (Per cent.)		
	Males.	Females.	Persons.	Males.	Females.	Persons.
June, 1933(a) ..	405.4	75.8	481.2	25.4	14.5	22.7
June, 1947(b) ..	66.6	16.9	83.5	3.5	2.5	3.2
June, 1954(b) ..	41.0	14.0	55.0	1.8	1.9	1.8

(a) As recorded at the Census. In addition, there were considerable numbers of youths and young women of working age who had never been employed and were "not at work" at the time of the Census.

(b) Persons in the work force who were "not at work" (see explanation above) at the time of the Census.

The following table shows the number of males and females "unemployed" or "not at work" classified according to cause of unemployment at the Censuses of 1933, 1947 and 1954. The change in the form of questionnaire after 1933 should be borne in mind.

CAUSES OF UNEMPLOYMENT: AUSTRALIA, CENSUSES, 1933, 1947 AND 1954.

Year.	Unable to Secure Employment.	Temporarily Laid Off.	Illness.	Accident.	Industrial Dispute.	Other.	Total.
MALES.							
1933 ..	374,569	(a)	18,083	4,702	1,595	6,483	405,432
1947(b) ..	17,314	12,458	14,639	2,985	475	(c) 18,743	66,614
1954(b)(d) ..	9,912	4,423	11,879	2,804	344	(c) 11,652	41,014
FEMALES.							
1933 ..	62,630	(a)	9,193	434	95	3,465	75,817
1947(b) ..	2,254	2,449	4,396	280	24	(c) 7,512	16,915
1954(b)(d) ..	3,685	1,386	4,310	318	17	(c) 4,284	14,000
PERSONS.							
1933 ..	437,199	(a)	27,276	5,136	1,690	9,948	481,249
1947(b) ..	19,568	14,907	19,035	3,265	499	(c) 26,255	83,529
1954(b)(d) ..	13,597	5,809	16,189	3,122	361	(c) 15,936	55,014

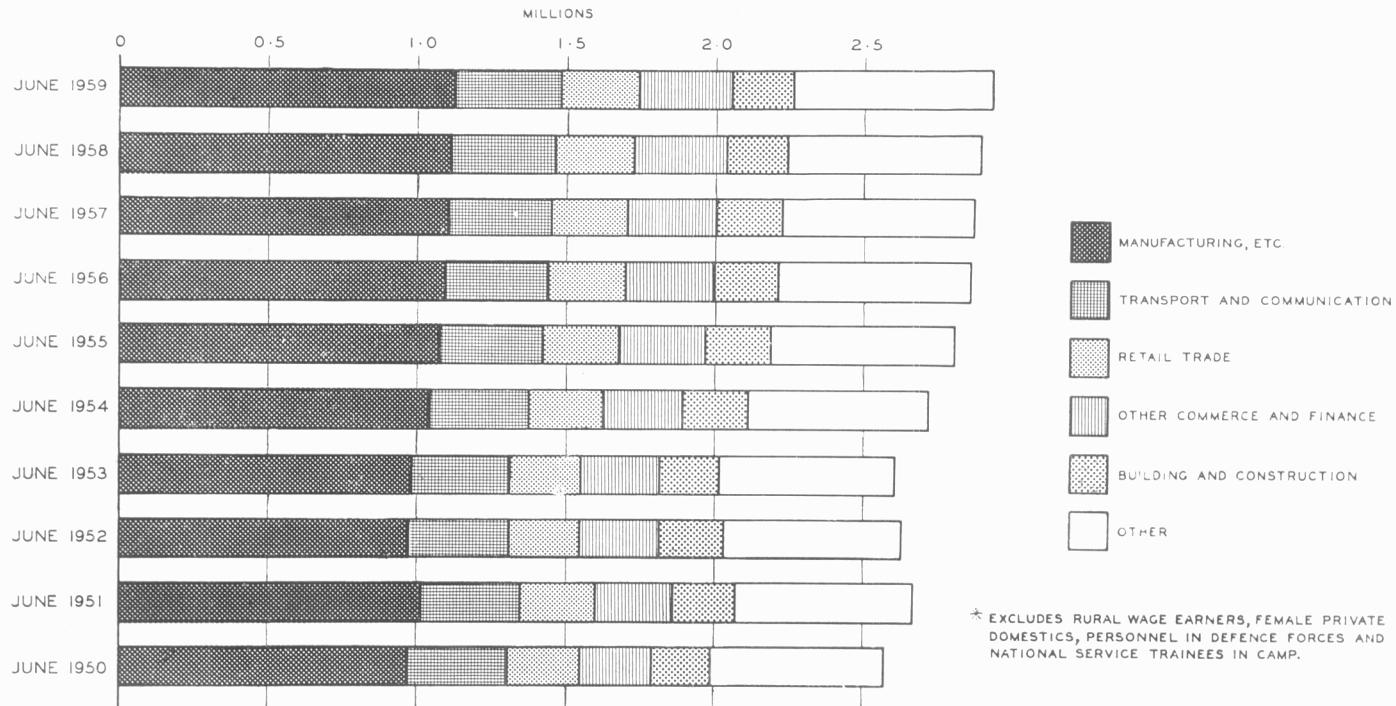
(a) Not available. (b) See note (b) to previous table.  
were resting between jobs or changing jobs. (d) Revised.

(c) The majority of these persons

Details of the number of persons receiving unemployment benefit and of the payments made may be found on page 102.

# WAGE AND SALARY EARNERS IN CIVILIAN EMPLOYMENT\*

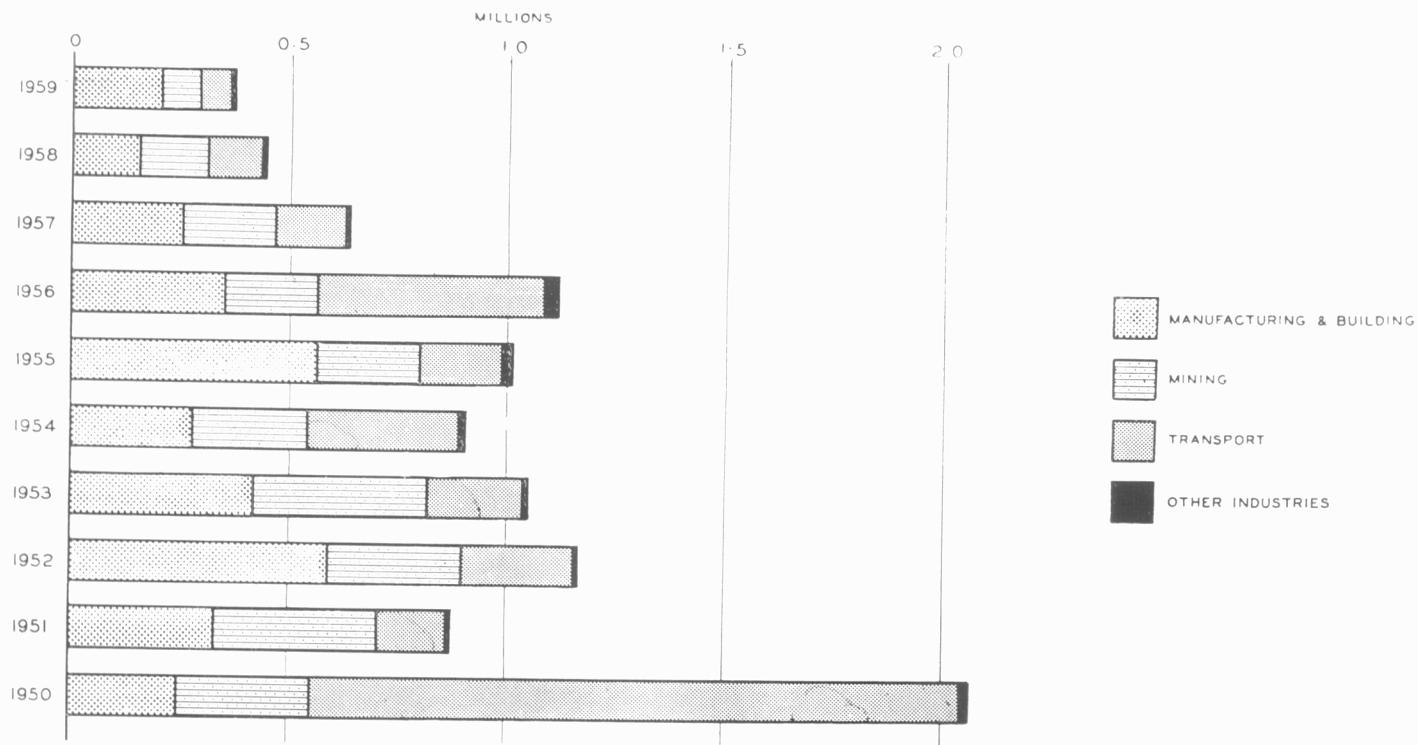
AUSTRALIA, 1950 TO 1959



\* EXCLUDES RURAL WAGE EARNERS, FEMALE PRIVATE DOMESTICS, PERSONNEL IN DEFENCE FORCES AND NATIONAL SERVICE TRAINEES IN CAMP.

# INDUSTRIAL DISPUTES, AUSTRALIA, 1950 TO 1959

## WORKING DAYS LOST - INDUSTRIAL GROUPS



### § 3. Commonwealth Employment Service.

Statutory warrant for the Commonwealth Employment Service (C.E.S.) is to be found in the Re-establishment and Employment Act 1945-1958 (sections 47 and 48). In brief, the main functions of the Service are to assist people seeking employment to obtain positions best suited to their training, experience, abilities and qualifications; and to assist employers seeking labour to obtain employees best suited to the demands of the employers' particular class of work.

The organization and functions of the C.E.S. accord with the Employment Service Convention of 1948 and Recommendation 1948 of the International Labour Organization, which were respectively ratified and adopted by Australia in December, 1949 (*see* page 138).

The C.E.S. functions within the Employment Division of the Department of Labour and National Service, on a four-tiered decentralized basis. The Central Office is in Melbourne, and there is a Regional Office in the capital city of each State, with 120 District Employment Offices in suburban and the larger provincial centres and 341 agents in the smaller country centres. The District Employment Offices are distributed as follows:—New South Wales, 47; Victoria, 31; Queensland, 19; South Australia, 8; Western Australia, 9; Tasmania, 4; Northern Territory, 1; Australian Capital Territory, 1.

The C.E.S. provides specialized facilities for young people, persons with physical and mental handicaps, ex-service personnel, migrants, rural workers and persons with professional and technical qualifications.

Vocational guidance is provided by the C.E.S. free of charge by a staff of qualified psychologists. It is available to any person, but is provided particularly for young people, ex-servicemen and the physically handicapped. In New South Wales the State Department of Labour and Industry offers a similar service, mainly to young people leaving school.

The C.E.S. has responsibilities in the administration of the unemployment and sickness benefits provided under the Social Services Act 1947-1959. All applicants for benefits must register at a District Employment Office or agency of the C.E.S., which is responsible for certifying whether or not suitable employment can be offered to them.

The C.E.S. is responsible for placing in employment migrant workers sponsored by the Commonwealth under the Commonwealth Nomination and similar schemes. This includes arranging for them to move to their initial employment and for their admission, if necessary, to Commonwealth migrant hostels. Assistance to obtain employment is provided to other migrants as required. From the inception of the various free and assisted schemes, including the Displaced Persons Scheme, to the end of December, 1959, about 191,000 British and European migrant workers had been placed in employment by the C.E.S.

Since 1951, the C.E.S. has been responsible for recruiting Australian experts for oversea service under the Colombo Plan and the United Nations Expanded Programme of Technical Assistance. The principal spheres in which experts have been supplied are agriculture, education, engineering, geology, health and economic and scientific research and development.

In association with its placement activities, the C.E.S. carries out regular surveys of the labour market and supplies detailed information to interested Commonwealth and State Government Departments and instrumentalities and to the public. It also advises employers, employees and other interested persons on labour availability and employment opportunities in various occupations and areas and on other matters concerning employment.

The Service completed its thirteenth year of operation in May, 1959. During the year ended 31st December, 1959 there were 749,236 registrations of applicants for employment, of whom 509,063 were referred to employers and 353,926 placed in employment. New vacancies notified numbered 494,145 and vacancies unfilled at the end of December, 1959, 37,516.

Prior to the setting up of the Commonwealth Employment Service, State Labour Exchange Organizations existed in several States, but they have been superseded. Details of the organization and administration of these exchanges were given in Labour Report No. 30, page 133.

#### § 4. Commonwealth Unemployment and Sickness Benefits.

**1. General.**—The Unemployment and Sickness Benefits Act 1944, which is now incorporated in the Social Services Act 1947–1960, was a very important addition to Commonwealth social legislation.

Since 1st July, 1945, males over 16 and under 65 years of age, and females over 16 and under 60 years of age and qualified in other respects, have been eligible to apply for an unemployment benefit or a sickness benefit. There is a twelve months' residential requirement but this is waived if the claimant is likely to remain permanently in Australia. A person in receipt of an age, invalid or widow's pension, or a service pension (as distinct from a war pension) under the Repatriation Act, or a tuberculosis allowance is ineligible to receive a benefit.

To qualify for an unemployment benefit, a person must establish that he is unemployed and that his unemployment is not due to his being a direct participant in a strike, that he is capable and willing to undertake suitable work, and that he has taken reasonable steps to obtain such work. Registration with the local Commonwealth District Employment Officer is necessary.

To qualify for a sickness benefit, a person must establish that he is temporarily incapacitated for work by reason of sickness or accident and that he has thereby suffered a loss of salary, wages or other income.

A married woman is not eligible to receive a sickness benefit if it is reasonably possible for her husband to maintain her. Where her husband is able to maintain her only partially, a benefit may be paid at such rate as is considered reasonable in the circumstances. In exceptional cases, a married woman may qualify for an unemployment benefit in her own right.

The maximum weekly rates of benefit payable and permissible income from 17th October, 1957 are as follows:—

Age and Marital Status of Claimant.	Maximum Weekly Benefit Payable.	Permissible Weekly Income.
Person over 21 years of age .. .. ..	£ s. d.	£ s. d.
Married person under 21 years of age .. .. ..	3 5 0	2 0 0
Unmarried person 18-20 years of age .. .. ..	2 7 6	1 0 0
Unmarried person under 18 years of age .. .. ..	1 15 0	1 0 0

An additional benefit of £2 7s. 6d. a week may be paid for a dependent spouse and 10s. for one dependent child under 16 years of age. If no allowance is paid for a dependent spouse, a similar benefit may be paid for a claimant's housekeeper, provided there are one or more children under 16 years of age in the home and the woman is substantially dependent on the claimant but is not employed by him.

The weekly rate of benefit is reduced by the amount by which a beneficiary's income from sources other than his pension exceeds the amount shown in the final column of the relevant line in the above table. For unemployment benefit purposes, the incomes of the claimant and his spouse are taken into account, unless they are permanently separated. For sickness benefit purposes, the income of the claimant only is taken into account, and any payment received from an approved friendly society or other similar approved body in respect of the incapacity for which sickness benefit is payable is not counted as income. "Income" does not include child endowment, or other payments in respect of children, the Commonwealth hospital benefits and pharmaceutical benefits, or a tuberculosis allowance or an amount paid in reimbursement of medical, dental or similar expenses actually paid. There is no means test on property.

Where a person qualified for sickness benefit receives or is entitled to receive (in respect of the same period and the same incapacity for which sickness benefit is payable) any payment by way of compensation (including workers' compensation), damages, or otherwise under any law (except payments for which he has contributed), the amount of the compensation, etc., is not taken into account as income but the payment (or its weekly equivalent) is deducted from the rate of sickness benefit otherwise payable.

There is a waiting period of seven days in respect of which unemployment or sickness benefit is not payable. A special benefit may be granted to a person not qualified for unemployment or sickness benefit who is not in receipt of an age, invalid or widow's pension or a service pension, if by reason of age, physical or mental disability or domestic circumstances, or for any other reason, he is unable to earn a sufficient livelihood for himself and his dependants. Unemployment and sickness beneficiaries are eligible to participate in the Commonwealth Rehabilitation Service under the same conditions as invalid pensioners. Payment of an unemployment or sickness benefit may be refused if the claimant or beneficiary, on being required, fails to undergo a medical examination or to receive treatment or undertake training or to do any suitable work.

2. **Unemployment Benefits.**—(i) *Number on Benefit.*—The following table shows the number of persons on benefit in June of each of the years 1954 to 1958 and in each month of 1959. Current figures are published in the *Monthly Bulletin of Employment Statistics*.

NUMBER OF PERSONS RECEIVING UNEMPLOYMENT BENEFIT.(a)

Year and Month.	N.S.W.	Vic.	Qld.	S.A.	W.A.	Tas.	N.T.	A.C.T.	Australia.		
									Males.	Females.	Persons.
1954—June ..	(b) 2,810	1,203	1,657	(c) 79	225	109	(d)	(e)	4,360	1,723	6,083
1955—June ..	1,040	319	964	70	239	45	..	..	2,1,670	1,009	2,679
1956—June ..	2,313	1,412	1,270	319	1,606	71	..	..	12	5,395	1,608
1957—June ..	6,230	5,073	2,851	1,054	2,441	410	..	..	12	14,324	3,747
1958—June ..	11,669	6,899	4,905	2,258	3,005	639	9	34	22,051	7,367	29,418
1959—January ..	12,794	5,389	8,359	1,461	3,009	411	10	53	24,647	6,839	31,486
February ..	12,032	4,572	6,866	1,321	2,914	454	10	38	21,272	6,935	28,207
March ..	11,952	4,548	6,769	1,116	2,850	398	7	29	20,551	7,118	27,669
April ..	12,237	5,136	5,057	1,254	2,652	446	10	32	19,471	7,353	26,824
May ..	12,116	5,643	5,631	1,317	2,674	497	4	42	20,067	7,857	27,924
June ..	12,062	6,013	4,477	1,332	2,939	670	5	30	19,691	7,837	27,528
July ..	12,524	6,339	3,008	1,444	3,279	798	5	45	19,299	8,143	27,442
August ..	10,888	6,012	2,608	1,411	2,993	932	4	39	17,532	7,355	24,887
September ..	9,232	5,281	2,902	1,226	2,670	816	6	30	15,577	6,586	22,163
October ..	7,832	4,302	3,121	1,158	2,436	714	5	30	13,654	5,944	19,598
November ..	6,954	3,727	4,502	1,115	2,113	600	5	21	13,337	5,700	19,037
December ..	7,381	4,044	6,814	1,120	2,538	546	4	22	16,890	5,579	22,469

(a) Number on benefit at last Saturday of month. (b) Includes the Australian Capital Territory.  
(c) Includes the Northern Territory. (d) Included with South Australia. (e) Included with New South Wales.

(ii) *Amounts Paid.*—The amounts paid in unemployment benefits for each of the years 1954–55 to 1958–59 and for each month of 1959 are shown in the following table. Current figures are published in the *Monthly Review of Business Statistics*.

UNEMPLOYMENT BENEFIT PAYMENTS.

(£.)

Period.	N.S.W.	Vic.	Qld.	S.A.	W.A.	Tas.	N.T.	A.C.T.	Aus- tralia.
1954–55 ..	253,974	99,305	270,416	12,386	26,709	15,952	112	584	679,438
1955–56 ..	215,672	69,664	287,871	10,961	76,888	9,963	73	728	671,820
1956–57 ..	669,798	530,959	418,997	113,653	336,846	23,045	105	2,633	2,096,036
1957–58 ..	1,726,525	1,011,801	1,281,756	305,549	482,735	103,820	1,976	5,613	4,919,775
1958–59 ..	2,422,069	1,224,299	1,153,218	362,402	654,387	134,870	1,057	7,173	5,959,475
1959—January ..	240,116	85,036	197,308	21,445	51,627	9,007	64	406	605,009
February ..	208,035	96,952	175,855	31,774	53,023	6,459	111	1,251	573,460
March ..	186,824	84,273	119,359	19,108	54,128	8,328	95	507	472,622
April ..	225,192	82,917	108,279	29,177	53,895	8,339	138	430	508,367
May ..	215,081	99,287	102,681	19,537	47,881	7,237	127	823	492,654
June ..	194,325	99,058	90,663	24,064	52,189	9,757	83	515	470,654
July ..	237,909	127,119	64,838	23,516	68,661	12,453	61	742	535,299
August ..	194,558	102,991	49,320	22,503	57,760	14,838	74	644	442,688
September ..	165,942	104,224	48,626	27,180	55,034	17,548	74	593	419,221
October ..	158,583	98,879	46,114	17,604	47,967	16,023	56	467	385,693
November ..	119,327	67,438	77,188	20,818	43,353	10,021	22	436	338,603
December ..	129,935	48,761	138,090	19,863	41,792	7,643	80	388	386,552

§ 5. Industrial Disputes.

1. **General.**—The collection of information relating to industrial disputes involving stoppage of work in Australia was initiated by this Bureau at the beginning of the year 1913. An examination of official reports, newspapers, and other publications showed that there was insufficient material for the compilation of complete information for years prior to 1913. Particulars for the

first complete year were published in Labour Report No. 5 and for following years in subsequent issues. A summary for each year from 1913 will be found in the Appendix, Section XII.

**2. Industrial Groups.**—(i) *States and Territories, 1959.*—In the following table particulars of industrial disputes (involving a stoppage of work of 10 man-days or more) which occurred during 1959 are shown for each State and Territory according to industrial groups. The industrial groups have been re-arranged to conform, as nearly as may be, to the order adopted in other tables in this Report. However, the figures for each industrial group shown are comparable with those published in previous issues.

The number of industrial disputes recorded during 1959 was 869, as compared with 987 during the previous year. In New South Wales 547 disputes occurred in 1959, 278 of which involved workers engaged in the coal-mining industry. Working days lost during 1959 amounted to 365,039 for all disputes in Australia, and the estimated loss of wages to £1,377,220. Corresponding figures for 1958 were 439,890 and £1,590,603.

INDUSTRIAL DISPUTES(a): INDUSTRIAL GROUPS, 1959.

Industrial Group.	Number.	Workers Involved.			Working Days Lost.	Estimated Loss in Wages. (£.)
		Directly.	Indirectly. (b)	Total.		
<i>New South Wales.</i>						
Coal Mining	278	39,462	..	39,462	61,790	229,826
Other Mining and Quarrying	5	6,128	..	6,128	12,613	71,093
Engineering, Metal Works, etc.	68	25,360	729	26,089	55,238	209,128
Textiles, Clothing and Footwear	6	1,397	80	1,477	3,082	11,436
Food, Drink and Tobacco	18	4,932	91	5,023	9,984	36,299
Paper, Printing, etc.	1	240	..	240	1,030	3,500
Other Manufacturing	35	5,198	1,412	6,610	22,055	82,951
Building and Construction	25	3,026	168	3,194	16,568	70,455
Railway and Tramway Services	18	4,474	..	4,474	730	2,245
Road and Air Transport	16	2,829	..	2,829	2,373	6,771
Shipping	4	217	..	217	634	2,337
Stevedoring	59	21,363	..	21,363	18,339	68,748
Amusement, Hotels, Personal Service	3	7,101	13	7,114	3,706	12,380
Other Industries(c)	11	1,831	..	1,831	3,210	12,416
<i>Total</i>	<i>547</i>	<i>123,558</i>	<i>2,493</i>	<i>126,051</i>	<i>211,352</i>	<i>819,585</i>
<i>Victoria.</i>						
Engineering, Metal Works, etc.	12	2,255	75	2,330	5,570	21,873
Textiles, Clothing and Footwear	2	113	..	113	650	3,608
Food, Drink and Tobacco	9	2,467	285	2,752	7,213	22,841
Other Manufacturing	8	2,154	741	2,895	11,977	45,821
Building and Construction	3	246	6	252	1,169	5,632
Railway and Tramway Services	6	12,933	..	12,933	3,958	12,626
Shipping	1	74	..	74	74	227
Stevedoring	18	10,788	..	10,788	4,962	18,137
Other Industries(c)	1	104	..	104	317	675
<i>Total</i>	<i>60</i>	<i>31,134</i>	<i>1,107</i>	<i>32,241</i>	<i>35,890</i>	<i>131,440</i>
<i>Queensland.</i>						
Agriculture, Grazing, etc.	1	820	..	820	410	1,353
Coal Mining	52	3,243	..	3,243	7,858	32,651
Other Mining and Quarrying	5	3,246	..	3,246	4,074	19,880
Engineering, Metal Works, etc.	5	638	..	638	23,832	70,534
Food, Drink and Tobacco	43	15,674	3,968	19,642	31,469	121,452
Other Manufacturing	2	163	..	163	158	500
Building and Construction	6	3,455	..	3,455	2,206	8,402
Railway and Tramway Services	2	248	28	276	468	1,731
Stevedoring	59	23,396	..	23,396	20,302	74,150
<i>Total</i>	<i>175</i>	<i>50,883</i>	<i>3,996</i>	<i>54,879</i>	<i>90,777</i>	<i>330,653</i>

For footnotes see next page.

## INDUSTRIAL DISPUTES(a): INDUSTRIAL GROUPS, 1959—continued.

Industrial Group.	Number.	Workers Involved.			Working Days Lost.	Estimated Loss in Wages. (£.)
		Directly.	Indirectly. (b)	Total.		
<i>South Australia.</i>						
Other Mining and Quarrying	4	1,133	..	1,133	1,039	3,760
Engineering, Metal Works, etc.	3	1,339	..	1,339	4,045	12,540
Food, Drink and Tobacco	1	34	..	34	180	300
Other Manufacturing	2	113	..	113	49	175
Railway and Tramway Services	3	189	..	189	85	236
Stevedoring	8	2,629	..	2,629	2,089	7,939
<i>Total</i>	<i>21</i>	<i>5,437</i>	<i>..</i>	<i>5,437</i>	<i>7,487</i>	<i>24,950</i>
<i>Western Australia.</i>						
Food, Drink and Tobacco	6	953	357	1,310	2,576	7,566
Other Manufacturing	2	74	26	100	288	1,068
Building and Construction	1	1,957	..	1,957	833	2,717
Railway and Tramway Services	1	150	..	150	24	84
Shipping	1	18	..	18	12	45
Stevedoring	9	7,712	..	7,712	7,510	28,140
<i>Total</i>	<i>20</i>	<i>10,864</i>	<i>383</i>	<i>11,247</i>	<i>11,243</i>	<i>39,620</i>
<i>Tasmania.</i>						
Other Mining and Quarrying	1	147	..	147	380	1,310
Food, Drink and Tobacco	1	35	..	35	70	277
Other Manufacturing	1	182	..	182	910	3,720
Stevedoring	31	5,984	..	5,984	5,233	19,068
<i>Total</i>	<i>34</i>	<i>6,348</i>	<i>..</i>	<i>6,348</i>	<i>6,593</i>	<i>24,375</i>
<i>Northern Territory.</i>						
Railway and Tramway Services	1	80	11	91	238	564
Stevedoring	5	473	..	473	260	919
Other Industries(c)	3	454	..	454	468	2,054
<i>Total</i>	<i>9</i>	<i>1,007</i>	<i>11</i>	<i>1,018</i>	<i>966</i>	<i>3,537</i>
<i>Australian Capital Territory.</i>						
Building and Construction	3	238	12	250	731	3,060
<i>Total</i>	<i>3</i>	<i>238</i>	<i>12</i>	<i>250</i>	<i>731</i>	<i>3,060</i>
<i>Australia.</i>						
Agriculture, Grazing, etc.	1	820	..	820	410	1,353
Coal Mining	330	42,705	..	42,705	69,648	262,477
Other Mining and Quarrying	15	10,654	..	10,654	18,106	96,043
Engineering, Metal Works, etc.	88	29,592	804	30,396	88,685	314,075
Textiles, Clothing and Footwear	8	1,510	80	1,590	3,732	15,044
Food, Drink and Tobacco	78	24,095	4,701	28,796	51,492	188,735
Paper, Printing, etc.	1	240	..	240	1,030	3,500
Other Manufacturing	50	7,884	2,179	10,063	35,437	134,235
Building and Construction	38	8,922	186	9,108	21,507	90,266
Railway and Tramway Services	31	18,074	39	18,113	5,503	17,486
Road and Air Transport	16	2,829	..	2,829	2,373	6,771
Shipping	6	309	..	309	720	2,609
Stevedoring	189	72,345	..	72,345	58,695	217,101
Amusement, Hotels, Personal Service	3	7,101	13	7,114	3,706	12,380
Other Industries(c)	15	2,389	..	2,389	3,995	15,145
<i>Total</i>	<i>869</i>	<i>229,469</i>	<i>8,002</i>	<i>237,471</i>	<i>365,039</i>	<i>1,377,220</i>

(a) Refers only to disputes involving a stoppage of work of 10 man-days or more. (b) Persons thrown out of work at the establishments where the stoppages occurred but not themselves parties to the dispute. (c) Includes Communication; Finance and Property; Wholesale and Retail Trade; and Public Administration and Professional Services.

(ii) *Australia*.—The following table shows, for various industrial groups, the number of industrial disputes, the number of workers involved, and the losses in working days and wages for each of the years 1954 to 1959.

## INDUSTRIAL DISPUTES(a): AUSTRALIA.

Year.	Mining and Quarrying.		Manufacturing.	Building and Construction.	Transport.		Other.	All Groups.
	Coal Mining.	Other.			Steve-doring.	Other.		

## NUMBER.

1954 ..	942	4	192	47	234	56	15	1,490
1955 ..	777	8	277	72	308	69	21	1,532
1956 ..	665	5	164	81	298	63	30	1,306
1957 ..	518	7	165	50	273	64	26	1,103
1958 ..	416	8	170	55	256	54	28	987
1959 ..	330	15	225	38	189	53	19	869

## WORKERS INVOLVED.(b)

1954 ..	155,630	494	57,010	6,925	129,665	15,856	4,494	370,074
1955 ..	135,543	1,105	87,295	22,297	152,245	39,350	6,812	444,647
1956 ..	126,631	7,889	45,459	21,225	171,457	41,929	13,393	427,983
1957 ..	110,446	3,741	40,684	32,562	114,060	31,438	4,112	337,043
1958 ..	81,015	2,476	40,832	8,788	134,095	11,180	4,463	282,849
1959 ..	42,705	10,654	71,085	9,108	72,345	21,251	10,323	237,471

## WORKING DAYS LOST.

1954 ..	255,726	7,720	244,770	31,751	319,366	32,945	9,361	901,639
1955 ..	225,336	9,106	493,075	69,443	152,521	36,011	25,392	1,010,884
1956 ..	198,354	12,633	284,717	68,073	480,056	41,606	35,944	1,121,383
1957 ..	206,977	5,209	205,381	45,907	128,532	34,111	4,096	630,213
1958 ..	150,793	3,131	116,826	34,343	108,493	19,117	7,187	439,890
1959 ..	69,648	18,106	180,376	21,507	58,695	8,596	8,111	365,039

## ESTIMATED LOSS IN WAGES.

(£.)

1954 ..	862,384	41,265	767,051	115,972	1,110,262	97,670	26,607	3,021,211
1955 ..	789,322	31,661	1,533,880	234,596	529,381	112,223	79,258	3,310,321
1956 ..	683,710	69,840	1,033,759	259,582	1,678,774	130,882	110,514	3,967,061
1957 ..	761,109	30,356	740,512	162,153	449,938	149,951	14,603	2,308,622
1958 ..	554,488	13,160	425,919	120,816	379,590	72,128	24,502	1,590,603
1959 ..	262,477	96,043	655,589	90,266	217,101	26,866	28,878	1,377,220

(a) Refers only to disputes involving a stoppage of work of 10 man-days or more. Workers indirectly involved. See note (b) to previous table.

(b) Includes

Industrial disputes in coal mining in 1959 represented 38 per cent. of the total number of disputes and accounted for 19 per cent. of the total working days lost. The majority of the coal mining disputes occurred in New South Wales, where the number of workers engaged in the industry is very much larger than in any other State.

A graph showing, for the main industrial groups, the working days lost as a result of industrial disputes during the years 1950 to 1959 will be found on p. 98.

**3. States and Territories.**—The numbers of industrial disputes in each State and Territory during the years 1955 to 1959, together with the workers involved, the working days lost, and the estimated loss in wages, are given in the following table:—

INDUSTRIAL DISPUTES(a): STATES AND TERRITORIES.

State or Territory.	Year.	Number.	Workers Involved.			Working Days Lost.	Estimated Loss in Wages. (£)
			Directly.	In-directly. (b)	Total.		
New South Wales	1955	1,072	260,353	13,678	274,031	673,325	2,230,935
	1956	878	219,458	6,796	226,254	611,279	2,199,764
	1957	761	253,041	5,950	258,991	505,910	1,860,101
	1958	624	137,922	3,906	141,828	231,537	832,644
	1959	547	123,558	2,493	126,051	211,352	819,585
Victoria	1955	66	33,255	2,287	35,542	138,507	435,356
	1956	54	35,594	2,283	37,877	111,665	386,139
	1957	47	8,728	453	9,181	13,444	45,576
	1958	66	45,594	1,124	46,718	99,855	340,346
	1959	60	31,134	1,107	32,241	35,890	131,440
Queensland	1955	274	83,026	3,626	86,652	99,318	328,046
	1956	269	112,409	2,973	115,382	238,812	815,592
	1957	221	43,123	4,611	47,734	95,300	348,422
	1958	203	60,208	2,024	62,232	87,866	343,662
	1959	175	50,883	3,996	54,879	90,777	330,653
South Australia	1955	43	23,969	129	24,098	66,881	203,182
	1956	21	18,527	..	18,527	74,666	259,636
	1957	13	6,274	7	6,281	3,703	12,571
	1958	22	8,129	62	8,191	9,338	34,540
	1959	21	5,437	..	5,437	7,487	24,950
Western Australia	1955	16	9,504	345	9,849	9,582	32,704
	1956	14	9,780	1,341	11,121	31,944	111,504
	1957	14	5,352	..	5,352	3,068	10,801
	1958	20	10,847	160	11,007	2,970	10,382
	1959	20	10,864	383	11,247	11,243	39,620
Tasmania	1955	48	13,204	240	13,444	20,387	70,927
	1956	45	15,969	..	15,969	46,907	172,206
	1957	36	7,236	..	7,236	5,330	18,294
	1958	24	9,268	..	9,268	4,508	15,066
	1959	34	6,348	..	6,348	6,593	24,375
Northern Territory	1955	12	1,013	2	1,015	2,740	8,551
	1956	24	2,770	..	2,770	5,197	18,194
	1957	9	2,183	..	2,183	2,428	9,241
	1958	27	3,535	..	3,535	3,376	12,563
	1959	9	1,007	11	1,018	966	3,537
Australian Capital Territory	1955	1	16	..	16	144	620
	1956	1	83	..	83	913	4,026
	1957	2	58	27	85	1,030	3,616
	1958	1	70	..	70	440	1,400
	1959	3	238	12	250	731	3,060
Australia	1955	1,532	424,340	20,307	444,647	1,010,884	3,310,321
	1956	1,306	414,590	13,393	427,983	1,121,383	3,967,061
	1957	1,103	325,995	11,048	337,043	630,213	2,308,622
	1958	987	275,573	7,276	282,849	439,890	1,590,603
	1959	869	229,469	8,002	237,471	365,039	1,377,220

(a) Refers only to disputes involving a stoppage of work of 10 man-days or more. (b) Persons thrown out of work at the establishments where the stoppages occurred but not themselves parties to the dispute.

4. Duration.—(i) *General.*—The duration of each industrial dispute involving a loss of work, i.e., the time between the cessation and resumption of work, has been calculated in working days, exclusive of Saturdays, Sundays and holidays, except where the establishment involved carries on a continuous process (e.g., metal smelting and cement manufacture). The following classification has been adopted:—(a) One day and less; (b) two days and more than one day; (c) three days and more than two days; (d) over three days and less than one week; (e) one week and less than two weeks; (f) two weeks and less than four weeks; (g) four weeks and less than eight weeks; and (h) eight weeks and over.

(ii) *Industrial Groups, 1959.* The following table shows, for the year 1959, industrial disputes in "Coal Mining", "Stevedoring" and "Other Industries" classified according to duration.

DURATION OF INDUSTRIAL DISPUTES(a): AUSTRALIA, 1959.

Duration.(b)	Num- ber.	Workers Involved.			Working Days Lost.	Estimated Loss in Wages. (£)
		Directly.	In- directly. (c)	Total.		
COAL MINING.						
1 day and less ..	219	29,490	..	29,490	28,377	107,662
2 days and more than 1 day ..	59	5,436	..	5,436	9,688	34,415
3 days and more than 2 days ..	20	4,079	..	4,079	10,029	36,400
Over 3 days and less than 1 week ..	10	1,650	..	1,650	6,277	22,235
1 week and less than 2 weeks ..	16	1,729	..	1,729	11,178	43,370
2 weeks and less than 4 weeks ..	5	295	..	295	3,449	14,645
4 weeks and less than 8 weeks ..	1	26	..	26	650	3,750
8 weeks and over ..	..	..	..	..	..	..
<i>Total</i> .. ..	330	42,705	..	42,705	69,648	262,477
STEVEDORING.						
1 day and less ..	141	62,090	..	62,090	37,555	139,227
2 days and more than 1 day ..	36	7,167	..	7,167	10,975	41,084
3 days and more than 2 days ..	10	2,411	..	2,411	6,681	24,877
Over 3 days and less than 1 week ..	1	90	..	90	315	821
1 week and less than 2 weeks ..	1	587	..	587	3,169	11,092
2 weeks and less than 4 weeks ..	..	..	..	..	..	..
4 weeks and less than 8 weeks ..	..	..	..	..	..	..
8 weeks and over ..	..	..	..	..	..	..
<i>Total</i> .. ..	189	72,345	..	72,345	58,695	217,101
OTHER INDUSTRIES.						
1 day and less ..	151	66,639	1,413	68,052	41,640	156,964
2 days and more than 1 day ..	62	24,523	3,879	28,402	41,425	150,631
3 days and more than 2 days ..	35	8,297	669	8,966	23,269	103,349
Over 3 days and less than 1 week ..	34	5,205	342	5,547	19,875	73,443
1 week and less than 2 weeks ..	45	7,166	1,242	8,408	50,745	188,714
2 weeks and less than 4 weeks ..	13	1,515	440	1,955	21,803	91,521
4 weeks and less than 8 weeks ..	9	586	17	603	14,289	63,020
8 weeks and over ..	1	488	..	488	23,650	70,000
<i>Total</i> .. ..	350	114,419	8,002	122,421	236,696	897,642
ALL INDUSTRIES.						
1 day and less ..	511	158,219	1,413	159,632	107,572	403,853
2 days and more than 1 day ..	157	37,126	3,879	41,005	62,088	226,130
3 days and more than 2 days ..	65	14,787	669	15,456	39,979	164,626
Over 3 days and less than 1 week ..	45	6,945	342	7,287	26,467	96,499
1 week and less than 2 weeks ..	62	9,482	1,242	10,724	65,092	243,176
2 weeks and less than 4 weeks ..	18	1,810	440	2,250	25,252	106,166
4 weeks and less than 8 weeks ..	10	612	17	629	14,939	66,770
8 weeks and over ..	1	488	..	488	23,650	70,000
<i>Total</i> .. ..	869	229,469	8,002	237,471	365,039	1,377,220

(a) Refers only to disputes involving a stoppage of work of 10 man-days or more. (b) One week equals five working days. (c) Persons thrown out of work at the establishments where the stoppages occurred but not themselves parties to the dispute.

(iii) *Summary, 1955 to 1959.* The following table shows particulars of industrial disputes in Australia for the years 1955 to 1959 according to duration:—

DURATION OF INDUSTRIAL DISPUTES(*a*): AUSTRALIA.

Duration.( <i>b</i> )	Year.	Num- ber.	Workers Involved.			Working Days Lost.	Estimated Loss in Wages. (£)
			Directly.	In- directly. ( <i>c</i> )	Total.		
1 day and less ...	1955	896	263,510	6,958	270,468	217,701	740,358
	1956	778	293,244	2,823	296,067	239,142	829,035
	1957	671	239,700	2,261	241,961	186,126	675,566
	1958	599	186,505	829	187,334	121,894	432,134
	1959	511	158,219	1,413	159,632	107,572	403,853
2 days and more than 1 day ...	1955	262	85,684	1,725	87,409	139,321	490,540
	1956	208	42,610	832	43,442	73,004	246,346
	1957	168	28,928	924	29,852	51,595	180,311
	1958	163	47,141	2,990	50,131	73,564	265,855
	1959	157	37,126	3,879	41,005	62,088	226,130
3 days and more than 2 days ...	1955	128	27,113	1,748	28,861	78,601	252,266
	1956	72	8,749	3,768	12,517	30,197	99,208
	1957	95	15,816	142	15,958	40,825	152,769
	1958	67	9,302	159	9,461	25,428	86,554
	1959	65	14,787	669	15,456	39,979	164,626
Over 3 days and less than 1 week	1955	72	10,479	5,152	15,631	59,399	199,667
	1956	64	12,095	465	12,560	50,269	175,032
	1957	54	8,698	3,756	12,454	40,882	149,582
	1958	52	12,083	698	12,781	44,851	160,515
	1959	45	6,945	342	7,287	26,467	96,499
1 week and less than 2 weeks ...	1955	105	18,560	1,862	20,422	124,431	403,817
	1956	108	20,377	3,008	23,385	134,678	490,327
	1957	65	9,747	1,842	11,589	60,831	247,756
	1958	67	12,604	1,394	13,998	84,626	311,563
	1959	62	9,482	1,242	10,724	65,092	243,176
2 weeks and less than 4 weeks	1955	42	11,812	1,937	13,749	139,652	475,476
	1956	39	34,513	837	35,350	394,049	1,371,948
	1957	26	5,945	1,030	6,975	41,095	151,607
	1958	28	6,849	1,111	7,960	60,237	227,449
	1959	18	1,810	440	2,250	25,252	106,166
4 weeks and less than 8 weeks	1955	17	2,713	829	3,542	93,852	282,367
	1956	30	2,231	326	2,557	60,317	212,269
	1957	20	15,825	1,093	16,918	121,960	446,633
	1958	9	1,053	95	1,148	27,700	101,305
	1959	10	612	17	629	14,939	66,770
8 weeks and over ...	1955	10	4,469	96	4,565	157,927	465,830
	1956	7	771	1,334	2,105	139,727	542,896
	1957	4	1,336	..	1,336	86,899	304,398
	1958	2	36	..	36	1,590	5,228
	1959	1	488	..	488	23,650	70,000
Total ...	1955	1,532	424,340	20,307	444,647	1,010,884	3,310,321
	1956	1,306	414,590	13,393	427,983	1,121,383	3,967,061
	1957	1,103	325,995	11,048	337,043	630,213	2,308,622
	1958	987	275,573	7,276	282,849	439,890	1,590,603
	1959	869	229,469	8,002	237,471	365,039	1,377,220

(*a*) Refers only to disputes involving a stoppage of work of 10 man-days or more. (b) One week equals five working days. (c) Persons thrown out of work at the establishments where the stoppages occurred but not themselves parties to the dispute.

5. Causes.—(i) *General.*—In issues of the Labour Report prior to No. 40, 1951, the causes of industrial disputes were classified in some detail for all industries combined. As from 1950, however, stoppages have been analysed in three separate groups, "Coal Mining", "Stevedoring" and "Other Industries". This dissection has been made because the pattern of the disputes in coal mining and stevedoring differs significantly from that in other industries.

Under the present classification, causes are grouped under four main headings:—(1) Wages, Hours and Leave; (2) Physical Working Conditions and Managerial Policy; (3) Trade Unionism; (4) Other Causes. The first group is

restricted to disputes involving general principles relating to wages, hours and leave; minor questions regarding the claims to pay or leave by individual employees are included under managerial policy. The second group comprises disputes regarding physical working conditions and general questions of managerial policy, which term covers disciplinary action, the promotion of employees, the employment of particular individuals, personal disagreements between workers and supervisory staff and disputes arising from the computation of wages, leave, etc., in individual cases. The third group includes stoppages over employment of non-unionists, inter-union and intra-union disputes, disputes over recognition of union activities, and sympathy stoppages in support of employees in another industry. The last group comprises disputes by way of protest against situations not arising from the usual relationship of employer and employee, e.g., political matters, and cases (occurring mainly in the coal mining industry) where the cause of the stoppage is not officially made known to the management.

As the items included under these headings differ somewhat from those included under the similar headings used for classifying causes of disputes in years prior to 1950, figures for the years 1950 to 1959 are not strictly comparable with those for earlier years.

(ii) *Industrial Groups.*—The following table shows particulars of industrial disputes for 1959 classified according to cause in three industrial groups.

CAUSES OF INDUSTRIAL DISPUTES(a): AUSTRALIA, 1959.

Cause of Dispute.	Coal Mining.	Stevedoring.	Other Industries.	All Industries.
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NUMBER OF DISPUTES.

Wages, Hours and Leave .. ..	19	7	79	105
Physical Working Conditions and Managerial Policy .. ..	194	144	218	556
Trade Unionism .. ..	37	19	30	86
Other .. .. ..	80	19	23	122
<b>Total</b> .. .. ..	<b>330</b>	<b>189</b>	<b>350</b>	<b>869</b>

WORKERS INVOLVED. (b)

Wages, Hours and Leave .. ..	5,084	19,009	50,234	74,327
Physical Working Conditions and Managerial Policy .. ..	18,138	36,929	53,772	108,839
Trade Unionism .. ..	3,406	9,020	9,138	21,564
Other .. .. ..	16,077	7,387	9,277	32,741
<b>Total</b> .. .. ..	<b>42,705</b>	<b>72,345</b>	<b>122,421</b>	<b>237,471</b>

WORKING DAYS LOST.

Wages, Hours and Leave .. ..	7,602	13,178	97,230	118,010
Physical Working Conditions and Managerial Policy .. ..	36,899	31,752	116,631	185,282
Trade Unionism .. ..	6,167	10,309	12,350	28,826
Other .. .. ..	18,980	3,456	10,485	32,921
<b>Total</b> .. .. ..	<b>69,648</b>	<b>58,695</b>	<b>236,696</b>	<b>365,039</b>

(a) Refers only to disputes involving a stoppage of work of 10 man-days or more. workers indirectly involved. See note (c) to table on page 108.

(b) Includes

(iii) *Summary, 1955 to 1959.*—The following table gives particulars of industrial disputes according to causes for the years 1955 to 1959.

CAUSES OF INDUSTRIAL DISPUTES(a): AUSTRALIA.

Cause of Dispute.	1955.	1956.	1957.	1958.	1959.
NUMBER OF DISPUTES.					
Wages, Hours and Leave ..	201	107	75	73	105
Physical Working Conditions and ..					
Managerial Policy .. ..	887	792	674	630	556
Trade Unionism .. ..	172	106	70	80	86
Other .. .. ..	272	301	284	204	122
<b>Total .. .. ..</b>	<b>1,532</b>	<b>1,306</b>	<b>1,103</b>	<b>987</b>	<b>869</b>
WORKERS INVOLVED.(b)					
Wages, Hours and Leave ..	139,522	130,526	62,708	15,861	74,327
Physical Working Conditions and ..					
Managerial Policy .. ..	184,449	149,208	151,863	158,729	108,839
Trade Unionism .. ..	37,998	19,816	13,612	16,432	21,564
Other .. .. ..	82,678	128,433	108,860	91,827	32,741
<b>Total .. .. ..</b>	<b>444,647</b>	<b>427,983</b>	<b>337,043</b>	<b>282,849</b>	<b>237,471</b>
WORKING DAYS LOST.					
Wages, Hours and Leave ..	467,591	667,964	181,839	56,214	118,010
Physical Working Conditions and ..					
Managerial Policy .. ..	398,147	295,633	321,422	279,253	185,282
Trade Unionism .. ..	62,103	40,844	19,460	23,139	28,826
Other .. .. ..	83,043	116,942	107,492	81,284	32,921
<b>Total .. .. ..</b>	<b>1,010,884</b>	<b>1,121,383</b>	<b>630,213</b>	<b>439,890</b>	<b>365,039</b>

(a) Refers only to disputes involving a stoppage of work of 10 man-days or more. (b) Includes workers indirectly involved. See note (c) to table on page 108.

**6. Results.**—In issues of the Labour Report prior to No. 40, tables were included showing analyses of the results of industrial disputes over a period of years. This tabulation was discontinued because of the difficulty of obtaining the details necessary to make a classification, in precise terms, of the results of industrial disputes.

**7. Methods of Settlement.**—(i) *General.*—In issues of the Labour Report prior to No. 41, the methods of settlement of industrial disputes were classified in some detail for all industries combined. Commencing with the year 1951, stoppages in “Coal Mining”, “Stevedoring” and “Other Industries” have been analysed separately.

The present classification is actually a refinement of the previous classification, four of the six headings having been subdivided. Thus the figures in the table on page 113 are still comparable with those for earlier years based on the previous classification.

The previous classification of methods of settlement was—

- (i) By negotiation between the parties, without the intervention or assistance of authorities constituted under State or Commonwealth industrial legislation.
- (ii) Under the provisions of State industrial legislation.
- (iii) Under the provisions of Commonwealth industrial legislation.
- (iv) By filling places of workers on strike or locked out.
- (v) By closing down establishment permanently.
- (vi) By other methods.

The revised classification is—

- (1) Negotiation.—By private negotiation between the parties involved, or their representatives, without the intervention or assistance of authorities constituted under State or Commonwealth industrial legislation. (Part of (i) above.)
- (2) Mediation.—By the arbitration or mediation of persons whose intervention or assistance is not based on State or Commonwealth industrial legislation. (Balance of (i) above.)
- (3) State Legislation—
  - (a) Under State Conciliation and Arbitration or Wages Board Legislation.—By intervention or assistance of an industrial authority or authorities created by or constituted under State conciliation and arbitration or Wages Board legislation, or by reference to such authorities or by compulsory or voluntary conference. (Part of (ii) above.)
  - (b) Under Other State Legislation.—By intervention, assistance or advice of State Government officials or inspectors. (Balance of (ii) above.)
- (4) Commonwealth and Joint Commonwealth-State Legislation—
  - (a) By compulsory or voluntary conference or by intervention or assistance of, or by reference to, the industrial tribunals created by or constituted under the following Acts. (Part of (iii) above)—
    - (i) Conciliation and Arbitration Act.
    - (ii) Coal Industry Acts.
    - (iii) Stevedoring Industry Act.
    - (iv) Other Acts (Snowy Mountains Hydro-electric Power Act; Navigation Act; and Public Service Arbitration Act).
  - (b) By intervention, assistance or advice of Commonwealth Government officials or inspectors. (Balance of (iii) above.)
- (5) By filling places of workers on strike or locked out. (Formerly (iv) above.)
- (6) By closing down establishment permanently. (Formerly (v) above.)
- (7) By resumption without negotiation. (Part of (vi) above.)
- (8) By other methods. (Balance of (vi) above.)

As the tables refer only to industrial disputes involving stoppages of work of 10 man-days or more, they do not reflect the relative importance of the work of authorities operating under State and Commonwealth legislation.

(ii) *Industrial Groups*.—In the following table particulars of industrial disputes for 1959 classified according to method of settlement are shown separately for coal mining, stevedoring and other industries.

METHODS OF SETTLEMENT OF INDUSTRIAL DISPUTES(*a*): AUSTRALIA, 1959.

Method of Settlement.	Coal Mining.	Steve- doring.	Other Industries. ( <i>b</i> )	All Industries. ( <i>b</i> )
NUMBER OF DISPUTES.				
1. By private negotiation .. ..	83	3	106	192
2. By mediation not based on legislation .. ..	1	..	1	2
3. State legislation—				
(a) Under State Conciliation, etc., legislation .. ..	1	..	78	79
(b) By reference to State Government officials .. ..	..	..	1	1
4. Commonwealth and Commonwealth-State legis- lation—				
(a) Industrial Tribunals under—				
(i) Conciliation and Arbitration Act .. ..	..	1	56	57
(ii) Coal Industry Acts .. ..	22	..	..	22
(iii) Stevedoring Industry Act .. ..	..	3	..	3
(b) By reference to Commonwealth Government officials .. ..	..	74	..	74
7. By resumption without negotiation .. ..	223	108	106	437
8. By other methods .. ..	..	..	..	..
<b>Total</b> .. .. ..	<b>330</b>	<b>189</b>	<b>348</b>	<b>867</b>
WORKERS INVOLVED.( <i>c</i> )				
1. By private negotiation .. ..	6,554	1,927	24,355	32,836
2. By mediation not based on legislation .. ..	54	..	364	418
3. State legislation—				
(a) Under State Conciliation, etc., legislation .. ..	110	..	18,674	18,784
(b) By reference to State Government officials .. ..	..	..	25	25
4. Commonwealth and Commonwealth-State legis- lation—				
(a) Industrial Tribunals under—				
(i) Conciliation and Arbitration Act .. ..	..	90	7,823	7,913
(ii) Coal Industry Acts .. ..	2,301	..	..	2,301
(iii) Stevedoring Industry Act .. ..	..	158	..	158
(b) By reference to Commonwealth Government officials .. ..	..	9,528	..	9,528
7. By resumption without negotiation .. ..	33,686	60,642	70,996	165,324
8. By other methods .. ..	..	..	..	..
<b>Total</b> .. .. ..	<b>42,705</b>	<b>72,345</b>	<b>122,237</b>	<b>237,287</b>
WORKING DAYS LOST.				
1. By private negotiation .. ..	13,796	4,767	57,116	75,679
2. By mediation not based on legislation .. ..	162	..	800	962
3. State legislation—				
(a) Under State Conciliation, etc., legislation .. ..	1,096	..	58,879	59,975
(b) By reference to State Government officials .. ..	..	..	125	125
4. Commonwealth and Commonwealth-State legis- lation—				
(a) Industrial Tribunals under—				
(i) Conciliation and Arbitration Act .. ..	..	315	58,423	58,738
(ii) Coal Industry Acts .. ..	10,166	..	..	10,166
(iii) Stevedoring Industry Act .. ..	..	226	..	226
(b) By reference to Commonwealth Government officials .. ..	..	11,624	..	11,624
7. By resumption without negotiation .. ..	44,428	41,763	59,869	146,060
8. By other methods .. ..	..	..	..	..
<b>Total</b> .. .. ..	<b>69,648</b>	<b>58,695</b>	<b>235,212</b>	<b>363 555</b>

(*a*) Refers only to disputes involving a stoppage of work of 10 man-days or more. (*b*) Two disputes which commenced in 1959 were not settled at the end of the year: therefore the totals shown do not agree with those in other tables. (*c*) Includes workers indirectly involved. See note (*c*) to table on page 108.

(iii) *Summary, 1955 to 1959* Information for Australia for the years specified is given in the following table:—

METHODS OF SETTLEMENT OF INDUSTRIAL DISPUTES : AUSTRALIA.(a)

Method of Settlement.	1955.	1956.	1957.	1958.	1959.
NUMBER OF DISPUTES.					
1. By private negotiation .....	280	239	179	205	192
2. By mediation not based on legislation .....	6	6	9	6	2
3. State legislation—	86	74	62	55	79
(a) Under State Conciliation, etc., legislation .....	1	6	1	4	1
(b) By reference to State Government officials .....					
4. Commonwealth and Commonwealth-State legislation—					
(a) Industrial Tribunals under—					
(i) Conciliation and Arbitration Act .....	33	24	42	66	57
(ii) Coal Industry Acts .....	51	56	28	35	22
(iii) Stevedoring Industry Act .....	12	6	5	4	3
(b) By reference to Commonwealth Government officials .....	55	38	44	71	74
5. By filling places of workers on strike or locked out .....		2			
6. By resumption without negotiation .....	1,003	853	724	541	437
7. By other methods .....	2	..	9	..	..
Total .....	1,529	1,304	1,103	987	867

	WORKERS INVOLVED.(b)				
1. By private negotiation .....	62,572	27,589	30,464	32,053	32,836
2. By mediation not based on legislation .....	2,733	566	1,162	4,208	418
3. State legislation—	31,048	16,191	12,188	9,584	18,784
(a) Under State Conciliation, etc., legislation .....	100	3,589	33	2,771	25
(b) By reference to State Government officials .....					
4. Commonwealth and Commonwealth-State legislation—					
(a) Industrial Tribunals under—					
(i) Conciliation and Arbitration Act .....	4,211	2,700	6,021	9,147	7,913
(ii) Coal Industry Acts .....	8,437	7,808	2,800	7,465	2,301
(iii) Stevedoring Industry Act .....	770	985	6,133	4,460	158
(b) By reference to Commonwealth Government officials .....	9,002	8,672	7,124	5,472	9,528
5. By filling places of workers on strike or locked out .....		116			
6. By resumption without negotiation .....	324,426	359,536	269,777	207,689	165,324
7. By other methods .....	174	..	1,341	..	..
Total .....	443,473	427,752	337,043	282,849	237,287

	WORKING DAYS LOST.				
1. By private negotiation .....	285,016	156,951	155,441	89,363	75,679
2. By mediation not based on legislation .....	10,518	979	13,180	10,399	962
3. State legislation—	163,567	54,110	46,922	36,983	59,975
(a) Under State Conciliation, etc., legislation .....	100	12,509	268	4,356	125
(b) By reference to State Government officials .....					
4. Commonwealth and Commonwealth-State legislation—					
(a) Industrial Tribunals under—					
(i) Conciliation and Arbitration Act .....	20,728	22,048	39,970	44,382	58,738
(ii) Coal Industry Acts .....	32,585	29,271	10,202	21,031	10,166
(iii) Stevedoring Industry Act .....	939	2,216	41,862	23,693	226
(b) By reference to Commonwealth Government officials .....	18,059	10,000	5,578	4,846	11,624
5. By filling places of workers on strike or locked out .....		364			
6. By resumption without negotiation .....	467,891	831,356	314,730	204,837	146,060
7. By other methods .....	299	..	2,060	..	..
Total .....	999,702	1,119,804	630,213	439,890	363,555

(a) Refers only to disputes involving a stoppage of work of 10 man-days or more. Differences between the total figures of this table and the corresponding totals of other tables in this section are due to disputes which were incomplete at the end of the year. (b) Includes workers indirectly involved. See note (c) to table on page 108.

## § 6. Industrial Accidents.

**1. General.**—In issues of the Labour Report prior to No. 39, tables were published showing details of all industrial accidents. These were compiled from returns received from the Chief Inspectors of Factories, the Chief Inspectors of Machinery, the Boiler, Lift and Scaffolding Inspectors, and the Departments of Mines in the several States. However, inquiries revealed that except in the case of mining accidents the usefulness of these statistics was seriously impaired by lack of uniformity of definition and coverage from State to State and it was decided to publish only the statistics of mining accidents.

**2. Mining Accidents.**—(i) *Sources of Information.*—Information regarding mining accidents is obtained from the Departments of Mines in the respective States. Accidents occurring in crushing and ore-dressing works on mine sites are included in the figures. Similar tables for years prior to 1951 included accidents in all smelting and metallurgical works. Accidents in quarries, brick and clay pits, etc., have also been excluded from the following table. The figures shown are therefore not directly comparable with those appearing in issues of the Labour Report prior to No. 40.

(ii) *Classification.*—The following table gives particulars of mining accidents reported to the Mines Department in each State in 1959.

## MINING ACCIDENTS: CLASSIFICATION ACCORDING TO CAUSE, 1959.(a)

Cause of Accident.	N.S.W.	Vic.	Q'land.	S.A.	W.A.	Tas.	Australia. (b)
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## FATAL ACCIDENTS.

<i>Metalliferous Mines—</i>							
1. Below Ground—							
Accidents caused by explosives ..	..	..	1	..	..	1	2
"    "    falls of earth ..	6	3	1	..	..	..	10
"    "    falling down ..	1	..	..	..	1	..	2
"    "    shafts, etc... ..	1	..	1	..	..	..	2
Other accidents ..	..	1	..	..	..	..	2
2. Above Ground—(c)							
Accidents caused by machinery in motion ..	..	3	..	..	..	..	3
Other accidents ..	..	1	..	..	..	1	2
3. Accidents in Batteries, Ore-dressing Works, etc., at Mines ..	..	..	..	..	..	..	..
<i>Coal Mines—</i>							
1. Below Ground—							
Accidents caused by mine explosions (fire damp, etc.) ..	..	..	..	..	..	..	..
Accidents caused by explosives (dynamite, etc.) ..	..	..	..	..	..	..	..
Accidents caused by falls of earth ..	..	6	2	..	..	..	8
Other accidents ..	..	6	..	..	..	..	6
2. Above Ground—							
Accidents caused by machinery in motion ..	..	..	..	..	..	..	..
Other accidents ..	..	..	..	..	..	..	..
Total .. .. ..	..	24	3	5	..	1	2
							35

For footnotes see next page.

MINING ACCIDENTS: CLASSIFICATION ACCORDING TO CAUSE, 1959(a)—  
*continued.*

Cause of Accident.	N.S.W.	Vic.	Q'land.	S.A.	W.A.	Tas.	Aus- tralia. (b)

## NON-FATAL ACCIDENTS INCAPACITATING FOR OVER 14 DAYS.

<i>Metalliferous Mines</i> —							
1. Below Ground—							
Accidents caused by explosives ..	4	..	2	..	1	..	7
"    "    "    falls of earth ..	42	..	12	..	36	..	101
"    "    "    falling down shafts, etc. ..			1	1	10	..	12
Other accidents ..	243	..	61	27	291	29	652
2. Above Ground—(c)							
Accidents caused by machinery in motion ..	21	..	9	3	20	8	61
Other accidents ..	58	..	49	20	82	18	227
3. Accidents in Batteries, Ore-dressing Works, etc., at Mines ..	..	..	82	42	4	27	155
<i>Coal Mines</i> —(d)							
1. Below Ground—							
Accidents caused by mine explosions (fire damp, etc.) ..	..	..	..	..	..	..	..
Accidents caused by explosives (dynamite, etc.) ..	8	1	2	..	1	..	12
Accidents caused by falls of earth ..	20	2	31	..	2	1	56
Other accidents ..	34	2	184	..	99	5	324
2. Above Ground—							
Accidents caused by machinery in motion ..	2	..	..	3	..	..	5
Other accidents ..	9	..	20	6	21	..	56
Total .. .. ..	441	6	453	110	567	91	1,668

(a) The figures relating to mining accidents may not in all cases correspond exactly with those published by the State Mines Departments, owing to some lack of uniformity regarding the definition of a non-fatal accident. (b) Excludes the Northern Territory and the Australian Capital Territory.

(c) Excludes quarries, brick and clay pits, etc. (d) For New South Wales the figures represent the number reportable under the Coal Mines Regulation Act, 1912-1953.

During the year 1959, 30 fatal mining accidents were reported as having occurred below ground as compared with 5 above ground. Fatal accidents in metalliferous mines in 1959 numbered 21 as against 14 in coal mines. The number of non-fatal mining accidents below ground was 1,164 and above ground 504.

## § 7. Workers' Compensation Legislation.

In the following pages is a summary of the principal provisions of Workers' Compensation Acts and Ordinances in force in Australia as at 30th June, 1959.

## CONSPPECTUS OF WORKERS' COMPENSATION LAWS

State.	Act or Ordinance.	Judicial Administration.
New South Wales	Workers' Compensation Act, 1926-1958	Workers' Compensation Commission (Judges, District Court status). In practice, Judge sits alone; four Courts sit at one time
Victoria ..	Workers' Compensation Act 1958 ..	County Court Judge (sitting with workers' and employers' representatives as Workers' Compensation Board)
Queensland ..	Workers' Compensation Acts, 1916 to 1959	Special Insurance Commissioner (no legal qualifications required by Statute)
South Australia ..	Workmen's Compensation Act, 1932-1958	Special Magistrates
Western Australia	Workers' Compensation Act, 1912-1956	Workers' Compensation Board of three members; Chairman, a legal practitioner, and a nominee of (a) employers' organization and (b) employees' organization
Tasmania ..	Workers' Compensation Act 1927-1957	Supreme Court Judges (sitting alone)
Commonwealth of Australia	Commonwealth Employees' Compensation Act 1930-1956	One Commissioner (Secretary to the Treasury), with power of delegation
Northern Territory	Workmen's Compensation Ordinance 1949-1959	Matters in dispute may by consent of each party be settled by arbitration by a committee or by a single arbitrator, or they may be settled by a Local Court
Australian Capital Territory	Workmen's Compensation Ordinance 1951-1956	Matters in dispute may by consent of each party be settled by arbitration by a committee or by a single arbitrator. Questions of law may be referred to the Court of Petty Sessions

IN AUSTRALIA (AS AT 30TH JUNE, 1959).

Appeals.	Maximum Wages of "Workers" Compensated.	Waiting Period.	Medical, Surgical and Hospital Expenses.
On the question of law only, to Supreme Court, High Court and Privy Council	Unlimited ..	Nil ..	£300 medical and surgical; £300 hospital; £25 ambulance; unless Commission directs that employer shall be liable for a further specified sum
On question of law upon case stated for opinion of Full Court of the Supreme Court, High Court, Privy Council	£2,000 per annum, excluding overtime	Nil ..	Unlimited medical, hospital, nursing and ambulance service and costs of burial
Any person claiming compensation who objects to the ruling thereon of the Insurance Commissioner may require the matter to be heard and determined by an Industrial Magistrate. Either party to the proceedings may appeal from his decision. Such appeal shall be made to the Full Bench of the Industrial Court. Unless the Court orders that additional evidence shall be taken, the appeal which shall be by way of rehearing shall be heard and determined upon the evidence and proceedings before the Industrial Magistrate concerned	Unlimited ..	1 day for compensation	£100 hospital; £100 medical; in death where no dependants, medical expenses and burial, maximum £100
Questions of law and fact to Supreme Court, High Court, Privy Council	£1,820 per annum (£35 per week) (overtime allowances excluded)	Nil ..	The expenses incurred by the workman for such medical, hospital, nursing and ambulance services as are reasonably necessary as a result of his injury. Where no dependants burial expenses up to £70
Jurisdiction exclusive; decisions final on facts. Board may state a case for Full Court of Supreme Court on matters of law	Unlimited ..	Nil ..	£109 1s. 2d. medical, £163 11s. 10d. hospital, £54 10s. 7d. funeral in the case of males; and £109 1s. medical, £163 11s. 6d. hospital, £54 10s. 6d. funeral in the case of females
To Full Court by way of rehearing, High Court, Privy Council	£35 per week ..	Nil ..	£200
Rehearing by Local, County or District Court, then appeal on questions of law to High Court, Privy Council	Unlimited. Application only to Commonwealth Government employees, and of such Commonwealth authorities as are prescribed	Nil ..	£200 medical, surgical or hospital, or over in exceptional circumstances if Commissioner considers circumstances warrant. £60 funeral expenses
An appeal to the Supreme Court may be made from the decision of a committee or an arbitrator or of a Local Court	£2,000 per annum, exclusive of payments for overtime, bonuses and special allowances	Nil ..	Not exceeding £200 for medical, surgical or hospital treatment or ambulance service, except in special circumstances. This is additional to other compensation
An appeal to the Supreme Court may be made from the decision of a committee or an arbitrator or of the Court of Petty Sessions	£2,000 per annum, excluding overtime, bonuses and special allowances	Nil ..	Not exceeding £200 unless exceptional circumstances warrant payment of larger sum

## CONSPPECTUS OF WORKERS' COMPENSATION LAWS

State.	Workers' Compensation Payments						
	Basic Weekly Payment.			Maximum Weekly Payment.			
New South Wales	75 per cent. of average weekly earnings (a.w.e.)						
Victoria ..	.. .. .. .. ..						
Queensland ..	75 per cent. of a.w.e. .. ..						
South Australia ..	75 per cent. of a.w.e. .. ..						
Western Australia	.. .. .. .. ..						
Tasmania ..	.. .. .. .. ..						
Commonwealth of Australia	.. .. .. .. ..						
Northern Territory	.. .. .. .. ..						
Australian Capital Territory	.. .. .. .. ..						

NOTE.—A.w.e.=Average weekly earnings.

IN AUSTRALIA (AS AT 30TH JUNE, 1959)—continued.

in case of Total Disablement.

Minimum Weekly Payment.	Weekly Payments in respect of Dependents.	Total Liability.
Adult male, £6 7s. 6d. Adults whose a.w.e. are less than £8 10s., 100 per cent. of a.w.e. but not exceeding £6 7s. 6d. Minors whose a.w.e. are less than £6, 100 per cent. of a.w.e. but not exceeding £4 10s.	£2 15s. for wife or adult dependent, plus £1 2s. 6d. per child (including children to whom worker stands <i>in loco parentis</i> ), subject to prescribed maximum	Unlimited.
Same as for maximum ..	£2 8s. for wife or relative caring for his children if wife or relative is wholly or mainly dependent upon him, plus 16s. per child under 16 years of age, subject to prescribed maximum	£2,800 except in cases of (a) permanent and total disablement, or (b) permanent and partial disablement of major degree
£4, or 100 per cent. of a.w.e. Not less than £3 10s. in the case of Commonwealth Age and Invalid Pensioners	£2 10s. per week for wife, 15s. per week each child and stepchild under 16 years of age, subject to prescribed maximum	£3,300
£4, except for workman under 21 with no dependents whose a.w.e. are less than £4, where minimum payment is a.w.e.	£2 10s. for dependent wife and £1 each child under 16 years of age	£2,750
£4 7s., or 100 per cent. of a.w.e., whichever is lower	£2 11s. for dependent wife, £1 1s. each dependent child or dependent stepchild under 16 years of age	(a) where permanent incapacity results, £2,824. (b) other than (a), £2,617.
Same as for maximum ..	£2 10s. for wife or any relative standing <i>in loco parentis</i> to the children of the worker, £1 4s. 6d. per child under 16 years of age, subject to prescribed maximum	£2,340
Same as for maximum ..	£2 5s. for (a) dependent wife; or (b) female over 16 years, who is wholly or mainly dependent on the employee and who at the date of injury was a member of the employee's family or was caring for a child under sixteen years who is mainly dependent on the employee; plus £1 per dependent child, subject to maximum of weekly pay at date of injury	£2,350 except in respect of total and permanent incapacity, when liability unlimited
Same as for maximum ..	£2 5s. for wife or dependent female over 16 years in special circumstances. £1 for each dependent child under 16 years of age	£2,350, excluding cost of medical, surgical and hospital treatment and ambulance service. This does not limit compensation in case of death or total and permanent incapacity
Same as for maximum ..	£2 5s. for wife or a female (over 16 years of age) wholly or mainly dependent on the workman, who is a member of his family or caring for a child under 16 years of age wholly or mainly dependent on the workman, plus £1 for each child under 16 years of age who is wholly or mainly dependent upon the workman	Unlimited where the injury results in total and permanent incapacity, otherwise £2,350 plus the cost of medical treatment

NOTE.—A.w.e.=Average weekly earnings.

## CONSPECTUS OF WORKERS' COMPENSATION LAWS

State.	Death Payments.		
	Maximum.	Minimum.	Special Provision for Children.
New South Wales	£4,000. Deduction of lump sum or weekly payments made before death from death benefit is not permitted. Maximum funeral expenses when workman leaves no dependants are £80	... .. ..	£2 per week additional for each dependent child under 16 years of age until death or age 16, whichever is the earlier
Victoria	£2,240, plus £80 for each dependent child (excluding payments for total incapacity, if any, paid prior to death)	... .. ..	£80 for each dependent child
Queensland ..	£3,000, plus £100 for each child and stepchild under 16 years of age (total dependants); in case of minors dependency is presumed and minimum of £200 is payable to parents of deceased worker	£3,000 total dependants; £250 partial dependants; £200 death of worker under 21 years of age	£100 for each child or stepchild
South Australia	Four years' earnings, maximum £2,500, plus £80 for each dependent child, plus burial expenses not exceeding £70 (excluding weekly payments for partial or total incapacity, if any, paid prior to death)	£800, plus £80 for each dependent child	£80 for each dependent child
Western Australia	£3,081, plus £82 for each dependent child under 16 years of age not being an ex-nuptial child	£873 for a wholly dependent widow, mother, child or stepchild under 16 years of age only, plus £82 for each dependent child	£82 for each dependent child or stepchild under 16 years of age not being an ex-nuptial child
Tasmania ..	£2,240, plus £80 for each dependent child under 16 years of age	... .. ..	£80 for each dependent child
Commonwealth of Australia	£2,350 .. .. ..	Proportionate payment for partial dependency	£100 additional for each totally or mainly dependent child under 16 years of age
Northern Territory	£2,350, plus £100 for each dependent child under 16 years of age, plus up to £60 funeral expenses	... .. ..	£100 for each dependent child under 16 years of age
Australian Capital Territory	£2,350 plus £100 for each dependent child under 16 years of age, plus the cost of medical treatment. Any amount, by way of weekly payments, paid or payable before the death of the workman in respect of his total or partial incapacity for work shall be disregarded	Same as for maximum	£100 for each dependent child under 16 years of age

IN AUSTRALIA (AS AT 30TH JUNE, 1959)—*continued.*

Provision for Lump Sum Payment for Scheduled Injuries.	Special Provisions regarding Compensation for Aged and Injured Workers.	Insurance.
Yes. Two or more such sums may be claimed in respect of the same accident without any limit on total amount so payable. No deduction in respect of weekly payments is permitted	No .. .. ..	Compulsory and competitive
Yes (excluding payments made on account of period of illness resulting from injury)	No .. .. ..	Compulsory and competitive
Yes .. .. .. ..	No, except provision for minimum disablement payments	Compulsory with State Government Insurance Office
Yes .. .. .. ..	No .. .. ..	Compulsory and competitive
Yes .. .. .. ..	No .. .. ..	Compulsory and competitive
Yes .. .. .. ..	No .. .. ..	Compulsory and competitive
Yes .. .. .. ..	No .. .. ..	Compulsory and competitive
Yes. This is in addition to previous weekly payments	No .. .. ..	Compulsory (unless exempted by the Administrator) and competitive
Yes. Such payment is not subject to deduction in respect of any amount previously paid by way of a weekly payment	No .. .. ..	Compulsory (unless exempted by the Minister) and competitive

## CONSPPECTUS OF WORKERS' COMPENSATION LAWS

State.	Government Insurance Office.	Compensation payable in respect of injuries received whilst travelling to or from work.
New South Wales	Yes, competitive .. .. ..	Same as for injury arising out of or in course of employment
Victoria ..	Yes, competitive .. .. ..	Yes .. .. .. ..
Queensland ..	Yes, monopoly .. .. ..	As for other injuries
South Australia ..	No, except for employees of South Australian Government	Only if being conveyed by employer's transport or travelling to a trade, technical or other school for training
Western Australia	Yes. Competitive, except in mining operations	Only if travelling between employer's establishment and any trade, technical or other training school during ordinary working hours
Tasmania ..	Yes, competitive .. .. ..	Yes, if travelling to a trade, technical or other training school. Cover is also provided while a worker is travelling between his place of residence and his place of employment, provided he is travelling in a vehicle belonging to, hired by or used under contract with his employer for the conveyance of workers to and from their places of employment.
Commonwealth of Australia	No .. .. .. ..	Yes, but liability restricted to travel to or from employment as distinct from place of employment
Northern Territory	No .. .. .. ..	Yes .. .. .. ..
Australian Capital Territory	No .. .. .. ..	Yes .. .. .. ..

IN AUSTRALIA (AS AT 30TH JUNE, 1959)—*continued.*

Dusts.			
Silicosis.		Other Dusts.	
Maximum Weekly Payments.	Total Liability.	Maximum Weekly Payments.	Total Liability.
Special scheme with benefits as for other injuries	Special scheme with benefits as for other injuries	As for other injuries ..	As for other injuries
As for other injuries ..	As for other injuries ..	As for other injuries ..	As for other injuries
£7 .. .. ..	Compensation is payable to a sufferer during his lifetime. On death weekly payments to widow continue until total of £3,000 paid. Minimum aggregate payment to widow, £300; maximum weekly payment to widow, £5	As for other injuries ..	As for other injuries
Workmen's Compensation (Silicosis) Scheme As for other injuries ..	As for other injuries ..	As for other injuries ..	As for other injuries
As for other injuries ..	As for other injuries ..	As for other injuries ..	As for other injuries
Workers' (Occupational Diseases) Relief Fund Act 1954 Unmarried, £10; married, £12 10s; each child under 16 years, £1 4s. 6d.	£2,340 .. ..	As for silicosis ..	£2,340
As for other injuries ..	As for other injuries ..	As for other injuries ..	As for other injuries
As for other injuries ..	As for other injuries ..	As for other injuries ..	As for other injuries
As for other injuries ..	As for other injuries ..	As for other injuries ..	As for other injuries

## CHAPTER V.—LABOUR ORGANIZATIONS.

## § 1. Labour Organizations in Australia.

**1. General.**—The figures shown in this section are prepared from a special collection of membership of labour organizations at 31st December each year. The affairs of single unions are not disclosed in the published results and this has assisted in securing complete information. The Bureau is indebted to the secretaries of trade unions for their co-operation in supplying information.

This issue contains a comparison of the results of the annual collections for the years 1955 to 1959. Particulars for earlier years will be found in previous issues of the Labour Report.

**2. Trade Unions.**—(i) *Types.*—The types of trade unions in Australia vary greatly, and range from the small independent association to the large interstate organization, which, in its turn, may be a branch of an international body. Broadly speaking, there are four distinct classes of labour organizations:—(i) the local independent; (ii) the State; (iii) the interstate; and (iv) the Australasian or international. The schemes of organization of interstate or federated unions vary greatly in character. In some unions the State organizations are bound together under a system of unification with centralized control, while in others the State units are practically independent and self-governing, the federal bond being loose and existing only for one or two specified purposes.

(ii) *Number and Membership, States.*—The following table gives particulars of the number of separate unions and the number of members at the end of the years 1955 to 1959:—

## TRADE UNIONS: NUMBER AND MEMBERSHIP.

Year.	N.S.W.	Vic.	Q'land.	S.A.	W.A.	Tas.	N.T.	A.C.T.	Aust.	
NUMBER OF SEPARATE UNIONS.										
1955..	..	235	160	130	138	154	101	20	32	(a) 372
1956..	..	237	162	135	140	157	101	23	33	375
1957..	..	235	162	133	137	156	98	21	33	373
1958..	..	231	161	131	136	156	98	20	30	370
1959..	..	234	159	129	135	154	97	23	29	369

## NUMBER OF MEMBERS.

1955..	..	731,960	446,372	305,509	146,422	111,959	51,401	2,440	5,799	1,801,862
1956..	..	736,152	441,286	314,782	147,728	110,447	52,708	2,352	5,953	1,811,408
1957..	..	737,358	443,040	310,821	144,914	114,095	51,951	2,408	5,567	1,810,154
1958..	..	731,375	444,150	313,744	147,029	114,494	51,508	2,433	6,485	1,811,218
1959..	..	741,610	461,314	322,150	147,093	114,497	54,136	2,552	7,375	1,850,727

## PERCENTAGE INCREASE IN MEMBERSHIP.(b)

1955..	..	-0.1	2.9	0.1	-0.8	2.2	2.2	12.5	-2.9	0.8
1956..	..	0.6	-1.1	3.0	0.9	-1.4	2.5	-3.6	2.7	0.5
1957..	..	0.2	0.4	-1.3	-1.9	3.3	-1.4	2.4	-6.5	-0.1
1958..	..	-0.8	0.3	0.9	1.5	0.3	-0.9	1.0	16.5	0.1
1959..	..	1.4	3.9	2.7	0.0	0.0	5.1	4.9	13.7	2.2

(a) Without interstate duplication. (See letterpress on p. 125.)

(b) On preceding year.

NOTE.—Minus sign (—) denotes decrease.

In the table above, under the heading "Number of Separate Unions", a union with members in a State is counted as one union within that State. The figures by States do not add to the Australian total (shown in the last column) because a union represented in more than one State is included in the figure for each State in which it is represented, but is counted only once in the Australian total.

The collection of statistics relating to the number of branches of trade unions, appearing in issues of the Labour Report prior to No. 39, has been discontinued.

(iii) *Number and Membership, Industrial Groups.*—The following table shows the number and membership of trade unions in Australia in industrial groups at the end of the years 1955 to 1959. The industrial groups have been re-arranged to conform, as nearly as may be, to the order adopted in other tables in this Report. However, the figures for each industrial group shown are comparable with those published in previous issues.

#### TRADE UNIONS: INDUSTRIAL GROUPS, AUSTRALIA.

Industrial Group.	1955.	1956.	1957.	1958.	1959.
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##### NUMBER OF SEPARATE UNIONS.(a)

Agriculture, Grazing, etc. ..	3	3	3	3	3
Mining and Quarrying ..	13	13	12	12	12
Manufacturing—					
Engineering, Metal Works, etc. ..	15	15	15	15	1
Textiles, Clothing and Footwear ..	7	7	7	7	7
Food, Drink and Tobacco ..	37	35	35	34	34
Sawmilling, Furniture, etc. ..	6	6	6	7	7
Paper, Printing, etc. ..	6	6	6	6	6
Other Manufacturing ..	36	38	38	36	34
<i>Total Manufacturing</i> ..	<i>107</i>	<i>107</i>	<i>107</i>	<i>105</i>	<i>103</i>
Building and Construction ..	29	29	30	30	29
Railway and Tramway Services ..	25	25	25	25	25
Road and Air Transport ..	9	10	11	10	10
Shipping and Stevedoring ..	14	14	14	14	14
Banking, Insurance and Clerical ..	19	20	18	19	20
Wholesale and Retail Trade ..	12	12	12	12	12
Public Administration(b) ..	72	73	76	76	75
Amusement, Hotels, Personal Service, etc. ..	12	12	12	12	13
Other Industries(c) ..	57	57	53	52	53
<b>Total</b> ..	<b>372</b>	<b>375</b>	<b>373</b>	<b>370</b>	<b>369</b>

##### NUMBER OF MEMBERS.

Agriculture, Grazing, etc. ..	66,224	64,717	62,028	61,120	62,681
Mining and Quarrying ..	46,641	47,081	42,221	38,332	40,795
Manufacturing—					
Engineering, Metal Works, etc. ..	266,897	267,141	270,798	275,273	280,848
Textiles, Clothing and Footwear ..	107,618	105,064	101,967	96,239	99,381
Food, Drink and Tobacco ..	106,865	105,230	107,999	110,563	116,727
Sawmilling, Furniture, etc. ..	47,678	46,081	45,460	42,631	46,544
Paper, Printing, etc. ..	41,514	42,464	43,312	45,455	48,226
Other Manufacturing ..	85,023	83,537	86,115	86,816	88,929
<i>Total Manufacturing</i> ..	<i>655,595</i>	<i>649,517</i>	<i>655,651</i>	<i>656,977</i>	<i>680,655</i>
Building and Construction ..	134,224	145,448	135,541	132,492	137,231
Railway and Tramway Services ..	146,401	145,791	141,566	137,438	136,444
Road and Air Transport ..	66,627	60,293	59,985	62,104	55,305
Shipping and Stevedoring ..	41,612	39,328	38,162	38,131	36,624
Banking, Insurance and Clerical ..	114,218	110,734	112,722	110,747	109,040
Wholesale and Retail Trade ..	71,583	72,635	73,238	74,736	77,839
Public Administration(b) ..	287,009	295,728	303,940	309,293	318,618
Amusement, Hotels, Personal Service, etc. ..	37,722	38,209	39,196	40,441	41,709
Other Industries(c) ..	134,006	141,927	145,904	149,407	153,786
<b>Total</b> ..	<b>1,801,862</b>	<b>1,811,408</b>	<b>1,810,154</b>	<b>1,811,218</b>	<b>1,850,727</b>

(a) Without interstate duplication. See above. (b) Includes Communication and Municipal, etc.  
(c) Includes Professional Services.

(iv) *Numbers of Members and Proportion of Wage and Salary Earners.*—

(a) *General.*—The following tables show the estimated percentages of wage and salary earners in employment who are members of trade unions. As current estimates of wage and salary earners in employment do not include employees engaged in rural industry or females in private domestic service, the percentages have been calculated on figures obtained by adding to the end of year estimates the numbers of employees in rural industry and female private domestic service recorded at the Census of 30th June, 1954. For this reason and also because the membership of trade unions includes some persons not in employment, the percentages shown in the tables must be regarded as approximations.

(b) *States.*—The table below shows, for each State and the Northern Territory, the number of males, females and persons who were members of trade unions at 31st December, 1959 and the estimated percentages as described above. In interpreting these, it should be noted that certain employees such as those in professional occupations may not be eligible for membership of a specified union, while others may not reside in a locality covered by a union devoted to their particular trade or occupation. The percentages are not directly comparable with those published in issues of the Labour Report prior to No. 44.

**TRADE UNIONS: NUMBER OF MEMBERS AND PROPORTION OF TOTAL WAGE AND SALARY EARNERS, 31st DECEMBER, 1959.**

State.	Number of Members.			Proportion of Total Wage and Salary Earners. (Per cent.)		
	Males.	Females.	Persons.	Males.	Females.	Persons.
New South Wales <i>a</i>	604,234	144,751	748,985	67	42	60
Victoria ..	369,169	92,145	461,314	58	34	51
Queensland ..	252,020	70,130	322,150	78	66	75
South Australia ..	125,422	21,671	147,093	61	30	53
Western Australia	96,286	18,211	114,497	62	36	56
Tasmania ..	45,195	8,941	54,136	60	37	55
Northern Territory	2,343	209	2,552	35	13	31
<b>Australia ..</b>	<b>1,494,669</b>	<b>356,058</b>	<b>1,850,727</b>	<b>65</b>	<b>41</b>	<b>58</b>

(a) Includes the Australian Capital Territory.

(c) *Australia.*—Similar particulars for Australia as at the end of each of the years 1955 to 1959 are given in the following table.

**TRADE UNIONS: NUMBER OF MEMBERS AND PROPORTION OF TOTAL WAGE AND SALARY EARNERS, AUSTRALIA.**

Year.	Number of Members.			Proportion of Total Wage and Salary Earners. (Per cent.)		
	Males.	Females.	Persons.	Males.	Females.	Persons.
1955 .. ..	1,464,016	337,846	1,801,862	66	42	59
1956 .. ..	1,470,606	340,802	1,811,408	66	42	59
1957 .. ..	1,463,985	346,169	1,810,154	65	42	59
1958 .. ..	1,465,682	345,536	1,811,218	65	41	58
1959 .. ..	1,494,669	356,058	1,850,727	65	41	58

(v) *Classification according to Number of Members.*—The following table shows the number and membership of all trade unions in Australia at the end of each of the years 1955 to 1959, classified according to size. In this table interstate unions are counted once only.

TRADE UNIONS: CLASSIFICATION ACCORDING TO NUMBER OF MEMBERS,  
AUSTRALIA.

Year.	Under 2,000.	2,000 and under 5,000.	5,000 and under 10,000.	10,000 and under 20,000.	20,000 and under 30,000.	30,000 and under 40,000.	40,000 and under 50,000.	50,000 and over.	Total.
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NUMBER OF UNIONS.

1955 ..	264	43	20	17	10	10	2	6	372
1956 ..	266	42	22	16	10	10	3	6	375
1957 ..	261	42	27	14	10	10	3	6	373
1958 ..	260	42	24	16	10	7	5	6	370
1959 ..	258	40	26	17	8	9	7	4	369

MEMBERSHIP.

1955 ..	134,101	134,823	140,970	222,814	243,592	358,009	91,819	475,734	1,801,862
1956 ..	132,698	126,736	153,548	211,937	235,043	350,672	136,062	464,712	1,811,408
1957 ..	128,554	122,311	194,132	186,720	232,801	358,095	131,744	455,797	1,810,154
1958 ..	130,333	130,933	178,003	217,500	242,497	248,913	215,745	447,294	1,811,218
1959 ..	126,870	122,103	185,286	235,375	190,030	324,364	319,209	347,490	1,850,727

PROPORTION OF TOTAL MEMBERSHIP. (PER CENT.)

1955 ..	7.5	7.5	7.8	12.3	13.5	19.9	5.1	26.4	100.0
1956 ..	7.3	7.0	8.5	11.7	13.0	19.4	7.5	25.6	100.0
1957 ..	7.1	6.8	10.7	10.3	12.8	19.8	7.3	25.2	100.0
1958 ..	7.2	7.2	9.8	12.0	13.4	13.8	11.9	24.7	100.0
1959 ..	6.9	6.6	10.0	12.7	10.3	17.5	17.2	18.8	100.0

In the last part of the preceding table the percentage which the membership in each group bears to the total membership of all groups is given. The tendency towards closer organization is evidenced by the fact that although membership of trade unions increased between 1939 and 1959 by 102 per cent., the number of unions having less than 2,000 members considerably decreased, namely, from 298 to 258. In 1959, 6.9 per cent. of trade union members belonged to unions having less than 2,000 members, as compared with 13.7 per cent. in 1939.

(vi) *Interstate or Federated Trade Unions*.—The following table gives particulars regarding the number and membership of interstate or federated trade unions having branches in two or more States. The figures include interstate unions registered under the (Commonwealth) Conciliation and Arbitration Act 1904–1959, as well as federated unions which are not so registered:—

INTERSTATE OR FEDERATED TRADE UNIONS: NUMBER AND MEMBERSHIP.(a)

Year.	Unions Operating in—					Total.
	2 States.	3 States.	4 States.	5 States.	6 States.	

NUMBER OF UNIONS.

1955 .. ..	14	9	21	32	65	141
1956 .. ..	14	8	22	33	66	143
1957 .. ..	15	8	22	33	64	142
1958 .. ..	13	12	20	33	63	141
1959 .. ..	13	9	23	35	60	140

NUMBER OF MEMBERS.

1955 .. ..	34,536	59,752	144,282	420,769	925,723	1,585,062
1956 .. ..	33,864	61,257	142,799	425,861	928,870	1,592,651
1957 .. ..	31,281	64,510	206,839	383,194	892,089	1,577,913
1958 .. ..	31,348	64,983	206,572	385,246	887,929	1,576,078
1959 .. ..	31,923	60,642	224,737	396,005	900,910	1,614,217

(a) Certain unions have, in addition to branches in the States, branches in the Northern Territory and in the Australian Capital Territory.

The number of organizations operating in two or more States increased from 116 in 1939 to 140 in 1959, and the ratio of the membership of such organizations to the total membership of all organizations rose from 83 per cent. to 87 per cent. during the same period.

3. **Central Labour Organizations.**—Delegate organizations, consisting of representatives from a group of trade unions, have been established in each of the capital cities, as well as in a number of other industrial centres. Their revenue is raised by means of a *per capita* tax on the members of each affiliated union. In the majority of the towns where such central organizations exist, most of the local unions are affiliated with the central organization, which is usually known as the Labour or the Trades Hall Council. In Western Australia a unified system of organization extends over the industrial centres throughout the State, and there is a provincial branch of the Australian Labour Party, having a central council and executive, and metropolitan and branch district councils with which the local bodies are affiliated. The central council, on which all district councils are represented, meets periodically. In the other States, however, the organization is not so close, and though provision usually exists in the rules of the central council in the capital city of each State for the organization of district councils, or for the representation on the central council of the local councils in the smaller industrial centres of the State, the councils in each State are, as a matter of fact, independent

bodies. The following table shows, for each State and Territory, the number of metropolitan and district or local labour councils, together with the number of unions and branches of unions affiliated therewith, at the end of the years 1955 to 1959.

**CENTRAL LABOUR ORGANIZATIONS : NUMBER, AND UNIONS AND BRANCH UNIONS AFFILIATED.**

Year.	N.S.W.	Vic.	Q'land.	S.A.	W.A.	Tas.	N.T.	A.C.T.	Aus-tralia.
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**NUMBER OF COUNCILS.**

1955..	..	11	9	13	6	10	5	..	1	55
1956..	..	11	9	13	6	10	5	..	1	55
1957..	..	11	9	12	6	10	5	..	1	54
1958..	..	11	9	12	6	10	5	..	1	54
1959..	..	11	9	12	6	10	5	..	1	54

**NUMBER OF UNIONS AND BRANCH UNIONS AFFILIATED.**

1955..	..	287	263	152	132	397	103	..	22	1,356
1956..	..	290	262	161	141	399	103	..	22	1,378
1957..	..	290	273	166	147	403	113	..	22	1,414
1958..	..	297	269	171	150	400	113	..	23	1,423
1959..	..	297	284	178	160	384	111	..	23	1,437

The figures regarding number of unions do not necessarily represent separate unions, since the branches of a large union may be affiliated with the local trades councils in the several towns in which they are represented.

Between the trade union and the central organization of unions may be classed certain State or district councils organized on trade lines and composed of delegates from separate unions whose members' interests are closely connected by reason of their occupations. Delegate councils of bakers, bread carters and mill employees, or of unions connected directly or indirectly with the metal trades, or with the building trades, may be so classed.

A Central Labour Organization, now called the Australian Council of Trade Unions, came into being during 1927. The Council was created to function on behalf of the trade unions of Australia, and was founded at an All-Australian Trade Union Congress held in Melbourne in May, 1927. The A.C.T.U. consists of affiliated unions and affiliated Metropolitan and/or State Labour Councils and Provincial Councils. The Metropolitan or State Labour Council in each State is the State Branch of the A.C.T.U. and it has the right to appoint one representative to act on the executive of the Council. In addition to the representatives of the State Branches of the A.C.T.U., six delegates are elected by and from Congress, one from each of the following industry groups:—Building, Food and Distributive Services, Manufacturing, Metal, Services and Transport. To this Executive are added the four officers, namely, President, two Vice-Presidents, and Secretary, who are elected by and from the Australian Congress of Trade Unions.

The ordinary meetings of Congress are held in alternate years. Special meetings of Congress shall be held whenever deemed advisable by decision of the Executive, as approved by the majority of its branches, or by resolution of unions representing one-third of the total membership of the A.C.T.U.

The objectives of the A.C.T.U. are the socialization of industry, i.e., production, distribution and exchange, and the utilization of the resources of Australia for the benefit of the people—ensuring full employment, with rising standards of living, real security and full cultural opportunities for all. The methods to be adopted are:—the closer organization of the workers by the transformation of the Australian trade union movement from the craft to an industrial basis, by grouping of unions in their respective industries and by the establishment of one union in each industry; the consolidation of the Australian Labour Movement with the object of unified control, administration, and action; the centralized control of industrial disputes; educational propaganda among unions; and political action to secure satisfactory working-class legislation.

The A.C.T.U. was the first interstate body in Australia with authority to deal with industrial matters of an interstate character affecting the trade union movement generally. It is also the body responsible for submitting to the Commonwealth Government the names of persons suitable for selection as the Australian workers' delegate to the annual International Labour Conference.

All the major unions are affiliated with the A.C.T.U., with the exception of the largest, the Australian Workers' Union, which is itself virtually a central organization of branches catering in the main for employees in rural and constructional pursuits.

**4. Organizations Registered under the (Commonwealth) Conciliation and Arbitration Act.**—Under Part VIII. of the Conciliation and Arbitration Act 1904-1959, any association of employers in any industry who have, or any employer who has, employed, on an average taken per month, not less than 100 employees during the six months preceding application for registration, and any association of not less than 100 employees in any industry, may be registered. However, under the Public Service Arbitration Act an Association of less than 100 employees may be registered as an organization, provided that its members comprise at least three-fifths of all persons engaged in that industry in the Service. Such organizations are included in the figures shown in the next paragraph. Registered unions include both interstate associations and associations operating within one State only.

At the end of 1959 the number of employers' organizations registered under the provisions of the Act was 61. The number of unions registered at the end of 1959 was 157, with membership of 1,504,091, representing 81 per cent. of the total membership of all trade unions in Australia.

## § 2. International Labour Organization.

**1. General.**—The International Labour Organization (I.L.O.) was established on 11th April, 1919, as an autonomous institution associated with the League of Nations. Its original constitution was adopted as Part XIII. of the Treaty of Versailles and formed part of other treaties of peace. During the years between its establishment and the outbreak of the 1939-45 War, the I.L.O., with head-quarters at Geneva, played a leading role in promoting the improvement of labour conditions throughout the world.

In 1940, in order to ensure that the I.L.O. should be able to continue to function freely, a working centre was established at Montreal, Canada. In 1946 the Organization became the first of the specialized agencies of the United Nations. Under the terms of agreement, the United Nations recognizes the I.L.O. as a specialized agency having responsibility in the field defined by its constitution, which embraces labour conditions, industrial relations, employment

organization, social security and other aspects of social policy. The Organization has three basic parts. These are the International Labour Conference, its highest authority, which as a rule meets annually; the Governing Body, its executive council, which usually meets three times each year; and the International Labour Office, which provides the Secretariat of the Organization. The Conference is composed of delegations from the Member States of the Organization. At the end of 1959 there were 80 Member States, each of which is entitled to be represented by four delegates—two Government, one representing employers and one representing workers, together with their advisers. Each delegate speaks and votes independently, so that all points of view in each country are fully expressed. The Governing Body consists of the representatives of twenty governments, and ten employers' and ten workers' representatives. Of the twenty government representatives, half are from the ten countries of major industrial importance and ten are elected by the remaining governments. These latter ten government representatives and the ten employers' and ten workers' titular delegates and the deputy members of the three groups are elected by their groups at the Conference every three years. Particulars are given in previous issues of the Labour Report of the proceedings of International Labour Conferences up to the 42nd Session held in Geneva in June, 1958.

**2. The International Labour Conference.**—(i) *General.*—These Conferences are composed of government, employer and worker delegations from member countries. The employer and worker delegates to the International Labour Conferences must be chosen, under the provisions of the I.L.O. Constitution, by each Government in agreement with the most representative employer and worker organizations of the country. The principle function of the Conference (which meets at least once a year) is to draft international minimum social and labour standards which take the form of International Labour Conventions and Recommendations.

(ii) *Recent Sessions.*—The 43rd Session of the Conference was held in Geneva in June, 1959. The Australian delegation was:—Government delegates, Mr. A. L. Brentwood and Mr. L. J. Arnott; Employers' delegate, Mr. H. G. Ferrier; Workers' delegate, Mr. C. H. Webb.

The main topics were:—Organization of occupational health services in places of employment, conditions of work of fishermen, protection of workers against radiations, problems of non-manual workers, including technicians and supervisory staff and collaboration between public authorities and employers' and workers' organizations at the industrial and national levels.

The Conference also devoted a special sitting on 15th June to the celebration of the 40th anniversary of the establishment of the I.L.O.

**3. Governing Body.**—The Governing Body has 40 members, of whom 20 represent governments, 10 employers throughout the world and 10 workers throughout the world. Since the 1939–45 War, Australia has alternated as a Member and Deputy Member of the government group, and is at present a Deputy Member; Sir Lewis Burne, C.B.E., President of the Australian Council of Employers' Federations, is a titular member of the employers' group; Mr. A. E. Monk, President of the A.C.T.U., is a titular member of the workers' group. Mr. P. Shaw, Australian Ambassador in Bonn, represented the Australian Government at the three meetings in March, May–June and November, 1959; Sir Lewis Burne attended one and Mr. Monk two of these meetings.

**4. Industrial Committees.**—During 1959, Australia was represented by tripartite delegations, representing the government, the employers and the

workers, at two meetings of specialists, both held in Geneva, one (in April–May) on the coal mining industry and the other (in October) on building, civil engineering and public works.

**5. I.L.O. Conventions and Recommendations.**—(i) *General.*—An I.L.O. Convention is an international treaty which has to be approved by two-thirds of the delegates at the Conference before it is adopted. As part of their Constitutional obligations as Member States of the Organization, Governments are required to bring Conventions adopted by Sessions of the Conference to the attention of their competent national authorities (Parliament) to be considered for ratification. After a Government ratifies an I.L.O. Convention, not only does it enter into a formal treaty obligation to ensure compliance with its provisions, but also it must report annually to the International Labour Office (the I.L.O. Secretariat) on the measures it is taking to give effect to its provisions, and must furnish copies of these Reports to the national representative workers' and employers' organizations. Countries which do not ratify Conventions are still obliged to examine them, to report back to the I.L.O. about the state of their law and practice and give reasons why they have not ratified them.

Recommendations do not require ratification, but Governments are obliged to bring them to the attention of the competent national authorities for consideration. These authorities must in turn weigh the possibility of adopting legislation or taking any other action that may be necessary to give effect to the provisions of Recommendations. A Report describing the way in which these obligations have been discharged must be sent to the I.L.O.

The International Labour Conference, during its 43 Sessions between 1919 and 1959, has adopted 114 Conventions and 112 Recommendations setting forth international minimum standards. These constitute what has become known as the International Labour Code. The Code covers a wide range of subjects, including wages, hours of work, annual holidays with pay, age of admission to employment, medical examination for fitness for employment, maternity protection, industrial health, safety and welfare, social insurance and assistance, unemployment insurance, compensation for employment injuries, freedom of association, right to organize and bargain collectively, employment conditions of seamen, etc. The Code has played an important part in the improvement of working and living conditions all over the world since 1919.

As far as Australia is concerned, the provisions of the Constitution are such that only the Commonwealth Government, under the "external affairs" power, may ratify international treaties, including I.L.O. Conventions, on behalf of Australia. The Commonwealth Government thus becomes internationally responsible for ensuring their observance. However, the Constitutional division of powers as between the Commonwealth and the States is such that although the subject matter of some I.L.O. Conventions is solely within the legislative competence of the Commonwealth, the subject matter of the great majority is the joint responsibility of the Commonwealth and the States. In the case of this latter category of Conventions it is necessary, before such Conventions can be ratified by Australia, that the law and practice in each State should already be precisely (and not just generally) in accord with their provisions. In addition, the Commonwealth Government has to ensure that its own law and practice in the Northern Territory and the Australian Capital Territory and, in some instances, in the general Commonwealth legislative field as well, are satisfactory. In other words, in respect of most I.L.O. Conventions, the law and practice in nine separate jurisdictions have to be precisely in accord with their provisions before they can be ratified by Australia. Moreover, it has been the policy of the Commonwealth Government since 1919, irrespective

of party, not to proceed with ratification (on behalf of Australia as a whole) of I.L.O. Conventions that concern the States until each of the States has not only introduced satisfactory law and practice, but also formally agreed to ratification by the Commonwealth.

Further, the I.L.O. Constitution provides that I.L.O. Conventions, once ratified by a member country, have to be considered from the point of view of extending the ratification to that country's non-metropolitan territories (where such exist), and a Declaration indicating that country's attitude to such extensions has to be submitted to the I.L.O. In other words, as far as Australia is concerned, once an I.L.O. Convention has been ratified in respect of the mainland, consideration has to be given to its extension to the Territories of Papua and New Guinea, Nauru and Norfolk Island. In passing, it could be added that there are a few I.L.O. Conventions which apply only to non-metropolitan territories.

(ii) *Conventions ratified by Australia.*—As at 1st January, 1960, Australia had ratified 23 I.L.O. Conventions—17 based exclusively on the law and practice of the Commonwealth Government. A summary of the purpose and main provisions of each Convention is given in the following paragraphs.

*No. 7—Minimum Age (Sea), 1920.*—The main purpose of this Convention is to provide that young persons under the age of 14 years may not be employed or work on vessels, other than vessels upon which only members of the same family are employed. The master of every vessel is required to keep a register of all persons under the age of 16 years employed on board, or to enter their names in the articles of agreement. Work done by children on school or training ships is permitted when approved and supervised by the public authority.

Ratified by Australia 28th June, 1935. (This ratification does not apply to intra-state shipping, but has been extended to the Territory of Papua and New Guinea.)

*No. 8—Unemployment Indemnity (Shipwreck), 1920.*—The main purpose of this Convention is to ensure to seamen who remain unemployed as the result of the loss or foundering of a vessel an indemnity for the period of unemployment. The total indemnity payable may be limited to two months' wages. The Convention also stipulates that seamen shall have the same remedies for recovering unemployment indemnities as they have for recovering arrears of wages earned during their service.

Ratified by Australia 28th June, 1935. (This ratification does not apply to intra-state shipping, but has been extended to the Territory of Papua and New Guinea.)

*No. 9—Placing of Seamen, 1920.*—The purpose of this Convention is to abolish fee-charging agencies for finding employment for seamen and to set forth standards for the establishment and operation of an adequate system of public employment offices for finding such employment without charge. The latter are to be organized and maintained either by representative associations of shipowners and seamen jointly under the control of a central authority, or by the Government itself. Committees are to be set up, composed of an equal number of employers' and workers' members, to advise upon the operation of these offices. Certain guarantees are included to protect all parties concerned and to extend the use of available employment facilities to the seafarers of other ratifying States on an equal basis. Each country which ratifies the

Convention undertakes to supply to the I.L.O. all available information, statistical or otherwise, concerning unemployed seamen and the operation of seamen's employment exchanges.

Ratified by Australia 3rd August, 1925. (This ratification does not apply to intra-state shipping.)

*No. 10—Minimum Age (Agriculture), 1921.*—The main purpose of the provisions of this Convention is to prohibit the employment of children under 14 years of age in agriculture during school hours and outside school hours on any but light work which is not detrimental either to their health or to their attendance at school. The Convention further stipulates that the total annual period of school attendance shall not be less than eight months.

Ratified by Australia 24th December, 1957. (This ratification has been extended to the Territories of Papua and New Guinea and Norfolk Island.)

*No. 11—Right of Association (Agriculture), 1921.*—This Convention provides that “each Member of the International Labour Organization which ratifies this Convention undertakes to secure to all those engaged in agriculture the same rights of association and combination as to industrial workers, and to repeal any statutory or other provisions restricting such rights in the case of those engaged in agriculture”.

Ratified by Australia 24th December, 1957. (This ratification has been extended to the Territories of Papua and New Guinea and Norfolk Island.)

*No. 15—Minimum Age (Trimmers and Stokers), 1921.*—The purpose of this Convention is to fix at 18 years the minimum age for the admission of young persons to employment on vessels as trimmers or stokers. The term “vessel” includes all ships and boats engaged in maritime navigation except ships of war. The age provision of the Convention does not apply to the work of young persons on school or training ships when this is approved and supervised by the public authority; to their employment on other than steam ships; and to persons of not less than 16 years of age who, if physically fit, may be employed as trimmers and stokers in vessels in the coastal trades of India and Japan, subject to regulations made after consultation with the employers' and workers' organizations concerned. If only trimmers or stokers of between 16 and 18 years of age are available for employment in a given port, then two persons must be employed to fill each vacancy. The master of every vessel is required to keep a register of all persons under the age of 18 years employed on board, or to enter their names in the articles of agreement. The latter must also contain a brief summary of the provisions of the Convention.

Ratified by Australia 28th June, 1935. (This ratification does not apply to intra-state shipping.)

*No. 16—Medical Examination of Young Persons (Sea), 1921.*—The purpose of this Convention is to ensure that the employment of young persons of less than 18 years of age on any vessel, other than vessels in which only members of the same family are employed, is conditional on the production of a medical certificate attesting fitness for the work, which is valid for a maximum period of 12 months. In urgent cases, young persons are permitted to embark without a certificate but they must undergo a medical examination at the vessel's first port of call.

Ratified by Australia 28th June, 1935. (This ratification does not apply to intra-state shipping.)

*No. 18—Workmen's Compensation (Occupational Diseases), 1925.*—This Convention provides that compensation shall be payable to workmen incapacitated by certain scheduled occupational diseases, or, in case of death from such diseases, to their dependants, in accordance with the general principles of the national legislation relating to compensation in industrial accidents, and at rates not less than those applying to the latter. This Convention has been revised by Convention No. 42 which has been ratified by Australia—see below.

Ratified by Australia 22nd April, 1959.

*No. 19—Equality of Treatment (Accident Compensation), 1925.*—Each country which ratifies this Convention undertakes to grant to the nationals of any other country which has also ratified the Convention who suffer personal injury due to industrial accidents happening in its territory, or to their dependants, the same treatment in respect of workmen's compensation, without any condition as to residence, as it grants to its own nationals. The Convention provides for special arrangements, if necessary, for payment outside the Member's territory and requires ratifying Members which do not already possess a system of workmen's compensation for industrial accidents to institute such a system within three years of ratification.

Ratified by Australia 12th June, 1959.

*No. 21—Inspection of Emigrants, 1926.*—This Convention aims at securing that the official inspection carried out for the protection of emigrants on board ship shall be undertaken by not more than one Government at a time, and preferably by the Government of the country whose flag the vessel flies. The Convention specifies, furthermore, what shall be the duties of this single inspection service, and stipulates that the inspectors shall not in any case be directly or indirectly connected with the shipowner or shipping company.

Ratified by Australia 18th April, 1931.

*No. 22—Seamen's Articles of Agreement, 1926.*—The purpose of this Convention, which does not apply to certain categories of vessels including, *inter alia*, those engaged in the coasting trade, is to ensure that articles of agreement be signed, under adequate supervision by the competent national authority, by the shipowner or his representative and the seafarer. The agreement, which may be for a definite period or for a single voyage or, if national law permits, for an indefinite period, must contain certain specified particulars and state clearly the respective rights and obligations of both parties; if a crew list is required to be carried on board, the agreement must be either recorded therein or appended thereto, and appropriate measures must be taken to enable clear information to be obtained on board as to the conditions of employment. The Convention also lays down the conditions under which an agreement may be terminated by either party, and stipulates that every seafarer must be given a document drawn up in conformity with national law containing a record of his employment on board but making no reference to the quality of his work or to his wages.

Ratified by Australia 1st April, 1935.

*No. 26—Minimum Wage-Fixing Machinery, 1928.*—This Convention provides that any country which ratifies it shall undertake to create or maintain machinery whereby minimum rates of wages can be fixed for workers employed in certain of the trades or parts of trades in which no arrangements exist for the effective regulation of wages by collective agreement or otherwise and wages are exceptionally low.

Ratified by Australia 9th March, 1931. (This ratification has been entered into "in respect of the Commonwealth of Australia", and has been extended to the Territories of Papua and New Guinea, Nauru and Norfolk Island.)

*No. 27—Marking of Weight (Packages Transported by Vessels), 1929.*—The purpose of this Convention is to ensure that any package or object of one thousand kilograms (one metric ton) or more gross weight consigned within the territory of any Member which ratifies the Convention for transport by sea or inland waterway shall have had its gross weight plainly and durably marked upon it on the outside before it is loaded on a ship or vessel.

Ratified by Australia 9th March, 1931. (This ratification has been extended to the Territories of Papua and New Guinea, Nauru and Norfolk Island.)

*No. 29—Forced Labour, 1930.*—This Convention provides that the countries which ratify it shall undertake to suppress the use of forced or compulsory labour in all its forms within the shortest possible period. With a view to this complete suppression, recourse to forced or compulsory labour may be had, during the transitional period, for public purposes only and as an exceptional measure, subject to the conditions and guarantees laid down in the Convention. The Convention defines "forced or compulsory labour" as "all work or service which is exacted from any person under the menace of any penalty and for which the said person has not offered himself voluntarily". The Convention provides, furthermore, that forced or compulsory labour shall not include certain specified activities relating to civic, community and military obligations.

The Convention also lays down that the competent authority shall not impose or permit the imposition of forced or compulsory labour for the benefit of private individuals, companies or associations.

Ratified by Australia 2nd January, 1932. (This ratification has been entered into "in respect of the Commonwealth of Australia," and has been extended to the Territories of Papua and New Guinea, Nauru and Norfolk Island.)

*No. 42—Workmen's Compensation (Occupational Diseases) (Revised), 1934.*—This convention is a revision of Convention No. 18.—Workmen's Compensation (Occupational Diseases), 1925 (see above). The wording of the two Conventions is almost identical except that the schedule of specified occupational diseases appended to the earlier Convention is expanded in Convention No. 42.

Ratified by Australia 29th April, 1959.

*No. 45—Underground Work (Women), 1935.*—The purpose of this Convention is to prohibit the employment of a female, whatever her age, on underground work in any undertaking, whether public or private, for the extraction of any substance from under the surface of the earth. National laws or regulations may, however, exempt from the above prohibition (a) females holding positions of management who do not perform manual work; (b) females employed in health and welfare services; (c) females who, in the course of their studies, spend a period of training in the underground parts of a mine; and (d) any other females who may occasionally have to enter the underground parts of a mine for the purpose of a non-manual occupation.

Ratified by Australia 7th October, 1953. (This ratification has been extended to the Territory of Papua and New Guinea.)

*No. 57—Hours of Work and Manning (Sea), 1936.*—This Convention has not yet received the required number of ratifications for entry into force. It regulates, apart from certain specified exceptions, the hours of work on board

vessels which are employed in the transport of cargo or passengers for the purpose of trade and engaged on international voyages. The prescribed limits on hours to be worked vary according to the classification of the persons concerned, the size of the vessel, etc., but, in general, the limits do not exceed eight hours in the day. All time worked in excess of the limits of hours prescribed or permitted in the Convention is to be regarded as overtime for which compensation is to be paid. Consistent working of overtime is precluded. No person under the age of 16 is to work at night. The Convention also provides that every vessel of over 700 tons shall be sufficiently and efficiently manned for the purposes of safety of life at sea and making possible the application of the rules relating to hours set forth in the Convention, and to this end sets forth minimum requirements as to manning. This Convention has been revised by Conventions Nos. 76 (1946), 93 (1949), and 109 (1958), of which Australia has ratified Nos. 76 and 93—*see* below.

Ratified by Australia 24th September, 1938.

No. 63—*Statistics of Wages and Hours of Work*, 1938.—This Convention requires ratifying countries to undertake to compile statistics and publish and communicate to the I.L.O. certain data relating to wages and hours of work. Part II. of the Convention deals with statistics of average earnings and of hours actually worked in mining and manufacturing industries; Part III. relates to statistics of time rates of wages and of normal hours of work in mining and manufacturing industries; Part IV. relates to statistics of wages and hours of work in agriculture. Any country which ratifies the Convention may exclude from its acceptance of the Convention any one of these Parts, or Parts II. and IV., or Parts III. and IV.

Ratified by Australia 5th September, 1939. (Australia has excluded Part II. from its acceptance of the Convention.)

No. 76—*Wages, Hours of Work and Manning (Sea)*, 1946.—This Convention, which has been ratified by Australia alone, and has not yet received the required number of ratifications for entry into force, is a complete revision of Convention No. 57—Hours of Work and Manning (Sea)—*see* above. It provides, subject to certain adjustments, that the basic pay or wages for a calendar month of service of an able seaman employed in a vessel to which the Convention applies shall not be less than £16 sterling or \$64 U.S. or the equivalent thereof in other currency. The Convention also revises the provisions of Convention No. 57 with regard to hours of work and manning in order to make them more flexible. This Convention has been revised by Conventions Nos. 93 (1949) and 109 (1958). Australia has ratified No. 93—*see* below.

Ratified by Australia 25th January, 1949. (This ratification has been extended to the Territories of Papua and New Guinea, Nauru and Norfolk Island.)

No. 80—*Final Articles Revision*, 1946.—This Convention provides for the partial revision of the Conventions adopted by the General Conference of the I.L.O. at its first 28 Sessions for the purpose of making provision for the future discharge of certain chancery functions entrusted by the said Conventions to the Secretary-General of the League of Nations and introducing therein certain further amendments consequential upon the dissolution of the League of Nations and the amendment of the Constitution of the I.L.O.

Ratified by Australia 25th January, 1949. (This ratification has been extended to the Territories of Papua and New Guinea, Nauru and Norfolk Island.)

*No. 85—Labour Inspectorates (Non-Metropolitan Territories), 1947.*—This Convention provides that labour inspection services consisting of suitably trained inspectors shall be maintained in non-metropolitan territories. It also provides that workers and their representatives shall be afforded every facility for communicating freely with the inspectors, that inspectors shall be required to inspect conditions of employment at frequent intervals and that inspectors shall be authorized by law to exercise certain specified powers. Provision is made for inspectors to be prohibited from having an interest in the undertakings under their supervision, for the protection of manufacturing or commercial secrets or working processes, and for the inspectors to treat as absolutely confidential the source of any complaint of defect or breach of legal provisions.

Ratified by Australia 30th September, 1954. (In ratifying this Convention, the Government of the Commonwealth of Australia declared that it would apply the Convention to the Territory of Papua and New Guinea subject to certain modifications. The Government also declared that the Convention was inapplicable in respect of Norfolk Island and that it reserved its decision in respect of the application of the Convention to the Territory of Nauru.)

*No. 88—Employment Service, 1948.*—This Convention deals with the maintenance of a free public employment service consisting of a national system of local and, where appropriate, regional employment offices under the direction of a national authority. The Convention provides for appropriate review and revision of the system and for the co-operation of representatives of employers and workers in the organization and operation of the employment service and in the development of employment service policy. It also sets out measures which may be undertaken by the service to ensure effective recruitment and placement of workers.

Ratified by Australia 24th December, 1949.

*No. 93—Wages, Hours of Work and Manning (Sea)—Revised, 1949.*—This Convention has not yet received the required number of ratifications for entry into force. It is a partial revision of Convention No. 76—Wages, Hours of Work and Manning (Sea) (see above), provisions of which it revises largely in order to make them more flexible.

Ratified by Australia 3rd March, 1954. (This Convention has been revised by Convention No. 109—Wages, Hours of Work and Manning (Sea)—Revised, 1958, which has not been ratified by Australia.)

## APPENDIX.

### SECTION I.

#### SYDNEY: AVERAGE RETAIL PRICES(a) OF FOOD AND GROCERY ITEMS DURING EACH MONTH OF THE YEAR 1959.

Item.	Unit.	January.	February.	March.	April.	May.	June.	July.	August.	September.	October.	November.	December.	Average, 1959.
Groceries, etc.—														
Bread(b)	2 lb.	15.80	15.80	15.80	15.80	15.80	15.80	15.80	15.80	15.80	15.80	15.80	15.80	15.86
Flour, plain	"	18.25	18.25	18.25	18.25	18.30	18.45	18.45	18.06	18.06	18.05	18.05	18.05	18.21
self-raising	"	22.30	22.30	22.35	22.35	22.40	22.55	22.55	22.61	22.61	22.60	22.60	22.49	
Tea	lb.	78.70	78.70	78.70	78.50	78.50	78.50	78.33	78.33	78.33	78.40	78.40	78.48	78.48
Sugar	"	10.10	10.10	10.10	10.10	10.10	10.10	10.10	10.10	10.10	10.05	10.05	10.05	10.09
Rice	"	11.88	11.88	11.88	11.88	11.88	11.88	11.88	11.88	11.88	11.89	11.89	11.89	11.88
Tapioca, seed	"	16.89	16.89	16.89	16.89	16.89	16.89	16.94	16.64	16.17	16.17	16.17	16.17	16.63
Jam, plum	1½ lb.	38.00	37.25	35.85	35.25	34.70	34.90	35.06	35.06	35.06	34.85	34.85	34.85	35.47
Golden Syrup	2 lb.	21.05	21.05	21.05	21.05	21.05	21.10	21.10	21.10	21.10	20.95	20.95	20.95	21.04
Oats, flaked	lb.	11.74	11.74	11.74	11.33	11.19	11.03	11.03	11.03	11.03	10.77	10.77	10.77	11.18
Raisins, seeded	"	32.17	32.17	32.17	32.39	32.39	33.13	33.63	33.63	33.63	33.78	33.78	33.78	33.05
Currants	"	27.83	27.50	27.50	27.50	27.50	28.17	28.17	28.17	28.50	28.50	28.50	28.50	27.99
Apricots, dried	"	80.63	75.67	74.50	76.25	72.70	72.70	72.70	72.70	72.70	72.70	72.70	72.70	74.05
Peaches, canned	29 oz.	47.05	46.95	44.80	43.70	43.70	44.50	43.75	43.75	43.75	43.50	43.50	43.00	44.33
Pears, canned	"	44.45	44.35	43.40	41.95	41.95	42.45	42.45	42.45	41.17	41.25	41.25	41.25	42.36
Potatoes	7 lb.	44.37	44.61	47.75	44.91	37.16	37.44	37.86	36.75	31.03	35.31	40.60	33.65	39.29
Onions, brown	lb.	8.30	8.10	8.30	8.30	9.40	12.20	13.00	17.60	16.50	12.00	12.20	11.05	11.41
Soap	"	19.34	19.34	19.34	19.34	19.34	19.34	19.34	19.34	19.34	19.73	19.86	19.86	19.46
Kerosene	quart	9.21	9.21	9.21	9.21	9.15	9.15	9.15	9.15	9.15	9.15	9.15	9.15	9.18
Dairy Produce—														
Butter, factory	lb.	55.65	55.65	55.65	55.65	55.65	55.65	55.65	55.65	55.65	55.65	55.65	55.65	55.65
Cheese, mild	"	42.17	42.17	42.17	42.17	42.17	42.17	42.17	42.17	42.17	43.50	43.50	44.00	42.54
Eggs, new laid	doz.	72.00	78.00	78.00	78.00	78.00	78.00	78.00	78.00	66.00	66.00	72.00	72.00	74.00
Bacon, rashers	lb.	79.71	79.71	78.86	78.00	77.14	77.14	82.33	83.33	88.83	88.14	89.00	89.00	82.53
Milk, condensed	14 oz. tin	24.65	24.65	24.65	24.65	24.65	24.65	24.65	24.65	24.65	24.60	24.60	25.30	24.70
" fresh, bottled(b)	quart	23.00	23.00	23.00	23.00	23.00	23.00	23.00	23.00	23.00	23.00	23.00	23.00	23.00
Meat—			March Quarter, 1959.			June Quarter, 1959.			September Quarter, 1959.			December Quarter, 1959.		
Beef, sirloin	lb.		48.70			50.11			51.26			55.97		51.29
" rib (without bone)	"		37.17			38.73			40.27			42.37		39.64
" steak, rump	"		65.03			66.63			69.53			74.63		68.96
" chuck	"		33.27			35.23			36.87			38.17		35.89
" sausages	"		23.50			23.67			23.67			23.50		23.59
" (corned) silver-side	"		38.93			38.77			39.57			43.30		40.14
" brisket	"		26.57			26.77			27.23			30.40		27.74
Mutton, " leg	"		22.63			23.63			23.37			23.57		23.30
" forequarter	"		14.66			15.77			15.93			15.47		15.46
" loin	"		23.20			23.27			23.60			23.07		23.29
" chops, loin	"		23.47			23.47			23.70			23.07		23.43
" leg	"		24.73			24.93			25.67			24.80		25.03
Pork, leg	"		59.17			58.37			61.20			66.37		61.28
" loin	"		59.03			58.37			63.63			65.73		61.69
" chops	"		58.77			57.97			63.83			65.73		61.58

(a) In some cases the averages shown are price relatives.

(b) Delivered.

SECTION I.—*continued.*

## MELBOURNE: AVERAGE RETAIL PRICES(a) OF FOOD AND GROCERY ITEMS DURING EACH MONTH OF THE YEAR 1959.

Item.	Unit.	January.	February.	March.	April.	May.	June.	July.	August.	September.	October.	November.	December.	Average, 1959.
Groceries, etc.—														
Bread(b) ..	2 lb.	16.50	16.50	16.50	16.50	16.50	16.50	16.50	17.00	17.00	17.00	17.00	17.50	16.75
Flour, plain ..	"	12.42	12.42	12.42	12.50	12.50	12.50	12.50	12.50	12.50	12.50	12.50	12.70	12.50
self-raising ..		20.80	20.85	20.85	20.90	20.90	20.90	20.90	20.90	20.90	20.90	21.10	20.90	
Tea ..	lb.	79.25	79.25	79.25	78.95	78.95	78.95	78.85	78.85	78.85	78.85	78.85	78.85	78.98
Sugar ..	"	10.00	10.00	10.00	10.00	10.00	10.00	10.00	10.00	10.00	10.00	10.00	10.00	10.00
Rice ..	"	11.80	11.80	11.80	11.80	11.80	11.80	11.80	11.80	11.80	11.80	11.80	11.80	11.80
Tapioca, seed ..	"	13.56	13.56	13.56	13.00	13.30	12.90	12.90	12.90	13.30	13.00	13.00	13.00	13.19
Jam, plum ..	1½ lb.	30.69	30.50	30.50	30.31	29.88	29.88	29.88	29.88	29.88	29.88	29.88	29.88	30.09
Golden Syrup ..	2 lb.	20.55	20.55	20.55	20.55	20.55	20.55	20.55	20.55	20.55	20.55	20.55	20.55	20.55
Oats, flaked ..	lb.	10.35	10.35	10.35	10.35	10.35	10.35	10.35	10.35	10.37	10.37	10.37	10.37	10.36
Raisins, seeded ..	"	30.83	30.83	30.83	30.83	31.17	31.28	31.72	32.44	33.06	33.22	33.22	33.22	31.76
Currants ..	"	27.25	27.25	27.25	27.25	27.25	27.25	27.25	27.25	27.25	27.25	27.25	27.25	27.25
Apricots, dried ..	"	69.00	69.00	65.50	64.88	64.88	64.88	64.88	64.88	64.88	64.88	64.88	64.88	65.62
Peaches, canned ..	29 oz.	40.90	40.75	39.40	36.75	36.35	36.20	35.80	35.95	35.35	35.35	34.20	34.20	36.77
Pears, canned ..	"	36.50	36.50	36.10	35.60	35.60	35.50	35.10	34.95	34.75	34.75	33.95	33.95	35.27
Potatoes ..	7 lb.	42.79	46.50	52.00	45.93	36.64	36.43	36.63	36.63	33.01	34.86	40.71	42.38	40.38
Onions, brown ..	lb.	7.52	7.53	7.50	7.44	9.00	10.93	12.75	17.36	18.27	16.06	15.11	13.08	11.88
Soap ..	"	19.24	19.24	19.30	19.34	19.34	19.34	19.34	19.34	19.73	19.97	19.97	19.46	
Kerosene ..	quart	8.81	8.81	8.81	8.81	8.81	8.81	8.81	8.81	8.81	8.81	8.81	8.81	8.81
Dairy Produce—														
Butter, factory ..	lb.	55.60	55.60	55.60	55.60	55.60	55.60	55.60	55.95	56.20	56.20	56.20	56.20	55.83
Cheese, mild ..	"	40.75	40.75	40.75	40.75	40.75	40.75	40.75	40.75	40.75	42.00	42.00	42.00	41.06
Eggs, new laid ..	doz.	69.50	75.50	75.60	75.60	75.70	75.70	75.70	57.00	56.90	56.90	62.90	62.90	68.33
Bacon, rashers ..	lb.	80.43	80.43	80.43	80.43	80.43	82.33	85.00	86.50	87.50	88.00	89.00	89.00	84.12
Milk, condensed ..	14 oz. tin	22.50	22.65	22.65	22.70	22.80	22.80	22.80	22.80	22.80	22.80	22.80	22.80	22.74
" fresh, bottled(b)	quart	18.50	18.50	18.50	18.50	18.50	18.50	18.50	18.50	18.50	18.50	18.50	18.50	18.50
Meat—														
		March Quarter, 1959.			June Quarter, 1959.			September Quarter, 1959.			December Quarter, 1959.			
Beef, sirloin ..	lb.		46.13		47.63			48.89			50.19			48.21
" rib (without bone) ..	"		44.30		46.37			48.40			49.57			47.16
" steak, rump ..	"		68.17		73.07			75.43			78.03			73.68
" chuck ..	"		35.33		37.93			38.83			39.00			37.77
" sausages ..	"		23.17		23.57			23.96			24.11			23.70
" (corned) silver-side ..	"		45.30		46.17			46.60			48.90			46.74
" brisket ..	"		31.77		33.57			34.17			35.40			33.73
Mutton, leg ..	"		25.58		27.84			27.09			25.73			26.56
" forequarter ..	"		17.38		17.83			17.67			17.71			17.65
" loin ..	"		25.50		26.46			26.47			26.20			26.16
" chops, loin ..	"		26.00		27.05			27.59			26.17			26.70
" leg ..	"		29.08		30.88			31.04			30.15			30.29
Pork, leg ..	"		58.20		59.07			62.40			62.97			60.66
" loin ..	"		59.97		61.10			65.23			65.33			62.91
" chops ..	"		59.67		60.80			65.80			66.60			63.22

(a) In some cases the averages shown are price relatives.

(b) Delivered.

## SECTION I.—continued.

## BRISBANE: AVERAGE RETAIL PRICES(a) OF FOOD AND GROCERY ITEMS DURING EACH MONTH OF THE YEAR 1959.

Item.	Unit.	January.	February.	March.	April.	May.	June.	July.	August.	September.	October.	November.	December.	Average, 1959.
Groceries, etc.—														
Bread(b) ..	2 lb.	15.00	15.00	15.00	15.00	15.00	15.00	15.00	15.00	15.50	15.50	15.50	15.50	15.17
Flour, plain ..	"	11.25	11.25	11.35	11.30	11.30	11.30	11.33	11.33	11.33	11.33	11.33	11.33	11.31
" self-raising ..	"	19.90	19.90	19.72	19.67	19.67	19.67	19.67	19.67	19.90	19.90	19.90	19.90	19.71
Tea ..	lb.	77.70	77.70	77.70	77.70	77.70	77.10	77.10	77.35	77.40	77.40	77.40	77.40	77.47
Sugar ..	"	9.93	9.93	9.93	9.93	9.93	9.93	9.93	9.93	9.93	9.93	9.93	9.93	9.93
Rice ..	"	12.00	12.00	12.00	12.00	12.00	12.00	12.00	12.00	12.00	12.00	12.00	12.00	12.00
Tapioca, seed ..	"	14.78	14.78	14.89	15.00	15.00	15.00	14.83	14.83	14.83	14.83	14.83	14.89	14.88
Jam, plum ..	1½ lb.	33.70	33.70	33.45	33.20	33.20	33.20	32.90	32.90	32.35	32.35	31.95	31.75	32.91
Golden Syrup ..	2 lb.	19.00	19.00	18.95	18.95	19.05	19.05	19.05	19.05	19.05	19.05	19.05	19.05	19.03
Oats, flaked ..	lb.	12.49	12.49	12.49	12.30	12.07	11.85	11.70	11.70	11.70	11.70	11.70	11.68	11.99
Raisins, seeded ..	"	30.30	30.30	30.30	30.69	30.69	31.60	32.25	32.25	32.25	32.25	33.20	33.20	31.61
Currants ..	"	25.77	25.77	25.77	26.04	26.04	25.99	25.99	25.99	26.03	26.03	26.07	25.96	
Apricots, dried ..	"	62.25	62.25	69.00	69.00	68.60	68.17	68.17	68.17	68.17	68.17	68.17	68.17	67.36
Peaches, canned ..	29 oz.	44.10	44.10	43.40	42.70	42.00	41.80	41.80	41.80	41.80	41.80	41.80	41.80	42.10
Pears, canned ..	"	41.90	41.90	41.80	41.70	41.10	41.00	41.00	41.00	40.80	40.80	40.80	40.80	41.08
Poratoes ..	7 lb.	51.45	46.55	48.90	47.95	32.60	32.85	34.80	37.80	42.35	36.75	39.55	27.95	39.96
Onions, brown ..	lb.	6.70	7.85	7.55	7.55	8.60	11.25	14.90	15.80	15.10	10.25	11.40	7.75	10.39
Soap ..	"	18.60	18.60	19.10	19.10	19.10	19.20	19.20	19.20	19.50	19.87	19.93	19.21	
Kerosene ..	quart	8.81	8.81	8.81	8.79	8.79	8.79	8.79	8.79	8.79	8.79	8.79	8.79	8.80
Dairy Produce—														
Butter, factory ..	lb.	55.85	55.85	55.85	55.85	55.85	55.85	55.85	55.85	55.85	55.85	55.85	55.85	55.85
Cheese, mild ..	"	36.11	36.78	36.78	37.39	37.61	38.06	39.94	39.94	40.69	40.69	41.44	41.44	38.91
Eggs, new laid ..	doz.	71.80	73.80	73.80	73.80	77.80	77.80	63.80	59.90	51.90	51.90	62.00	62.00	68.01
Bacon, rashers ..	lb.	74.17	74.17	73.92	73.92	73.92	73.92	75.42	77.90	83.80	89.00	89.60	89.60	79.11
Milk, condensed ..	14 oz. tin	24.40	24.40	24.40	24.40	24.40	24.40	24.40	24.40	24.40	24.40	24.40	24.40	24.43
" fresh, bottled(b) ..	quart	18.00	18.00	18.00	18.00	18.00	18.00	18.00	18.00	18.00	18.00	18.00	18.00	18.00
Meat—														
Beef, sirloin ..	lb.	March Quarter, 1959.			June Quarter, 1959.			September Quarter, 1959.			December Quarter, 1959.			
" rib (without bone) ..	"	44.57			44.10			46.47			47.87			45.75
" steak, rump ..	"	37.40			37.57			39.53			40.53			38.76
" chuck ..	"	53.97			54.10			56.93			57.97			55.74
" sausages ..	"	30.60			30.63			32.73			33.97			31.98
" (corned) silver-side ..	"	24.73			24.93			25.07			25.07			24.95
Mutton, leg ..	brisket	41.93			41.87			44.37			45.83			43.50
" forequarter ..	"	29.97			30.03			32.13			32.80			31.23
" loin ..	"	25.57			25.97			27.30			27.03			26.47
" chops, loin ..	"	12.03			12.20			13.47			13.33			12.76
" chops ..	"	25.30			25.47			26.73			26.63			26.03
" leg ..	"	25.90			26.13			27.33			27.13			26.62
Pork, leg ..	"	25.87			26.13			27.37			27.13			26.63
" loin ..	"	53.60			52.70			58.03			59.73			56.02
" chops ..	"	52.80			51.50			57.10			58.83			55.06
" chops ..	"	52.80			51.47			57.00			58.83			55.03

(a) In some cases the averages shown are price relatives.

(b) Delivered.

## SECTION I.—continued.

## ADELAIDE: AVERAGE RETAIL PRICES(a) OF FOOD AND GROCERY ITEMS DURING EACH MONTH OF THE YEAR 1959.

Item.	Unit.	January.	February.	March.	April.	May.	June.	July.	August.	September.	October.	November.	December.	Average, 1959.
Groceries, etc.—														
Bread(b) ..	2 lb.	15.50	15.50	15.50	15.50	15.50	15.50	16.00	16.00	16.00	16.00	16.00	16.00	15.75
Flour, plain ..	"	11.50	11.50	11.50	11.50	11.50	11.50	11.50	12.00	12.00	12.00	12.00	12.00	11.71
self-raising ..	"	17.95	17.95	17.95	17.95	17.95	17.90	17.80	18.30	18.45	18.45	18.40	18.40	18.12
Tea ..	lb.	78.40	78.40	78.40	78.40	78.40	78.40	78.40	78.40	78.40	78.40	78.40	78.40	78.40
Sugar ..	"	9.98	9.98	9.98	9.98	9.98	9.98	9.98	9.98	9.98	9.98	9.98	9.98	9.98
Rice ..	"	12.00	12.00	12.00	12.00	12.00	12.00	12.00	12.00	12.00	12.00	12.00	12.00	12.00
Tapioca, seed ..		10.50	10.50	10.50	10.50	10.50	10.50	10.50	10.50	10.50	10.56	10.56	10.56	10.52
Jam, plum ..	1½ lb.	32.61	32.61	32.61	32.61	32.61	32.61	32.61	32.61	32.61	32.61	32.61	32.61	32.61
Golden Syrup ..	2 lb.	20.05	20.05	20.05	20.05	20.05	20.05	20.05	20.00	20.00	20.00	20.00	20.00	20.03
Oats, flaked ..	lb.	10.33	10.33	10.33	10.33	9.67	9.67	9.67	9.67	9.67	9.67	9.67	9.67	9.89
Raisins, seeded ..		33.50	33.50	33.50	33.50	34.63	35.00	35.00	35.00	35.00	35.00	35.00	35.00	34.47
Currants ..	"	28.50	28.50	28.50	28.50	28.56	28.56	28.56	28.56	28.56	28.56	28.50	28.50	28.53
Apricots, dried ..		69.00	69.00	69.00	69.00	69.17	69.17	69.25	69.50	69.50	69.50	69.50	69.50	69.26
Peaches, canned ..	29 oz.	45.56	45.56	43.22	42.56	42.56	41.75	41.25	41.95	41.95	41.25	40.75	39.15	42.29
Pears, canned ..		40.60	40.60	40.60	40.15	40.15	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.18
Potatoes ..	7 lb.	36.40	38.00	40.40	29.75	27.30	27.53	25.15	25.20	22.05	26.20	30.80	35.91	30.39
Onions, brown ..	lb.	7.25	7.25	8.00	8.00	8.00	11.13	10.00	16.70	20.80	21.43	14.00	11.00	11.96
Soap ..	"	19.00	19.00	19.00	19.00	19.00	18.93	18.93	18.93	18.93	18.93	18.93	18.96	18.96
Kerosene ..	quart	8.42	8.42	8.42	8.42	8.42	8.42	8.42	8.42	8.42	8.42	8.42	8.42	8.42
Dairy Produce—														
Butter, factory ..	lb.	55.65	55.65	55.65	55.65	55.65	55.45	55.75	55.80	55.80	55.85	55.85	55.85	55.72
Cheese, mild ..		36.00	36.00	36.00	36.00	36.00	36.00	36.06	36.06	36.06	36.06	36.44	36.44	36.09
Eggs, new laid ..	doz.	63.70	69.85	71.89	71.89	71.89	71.89	71.89	66.00	53.00	53.00	55.88	61.00	65.16
Bacon, rashers ..	lb.	67.94	67.94	67.94	67.94	67.94	70.19	72.21	72.21	77.36	81.07	82.00	82.21	73.08
Milk, condensed ..	14 oz. tin	25.50	25.50	25.50	25.50	25.50	25.35	25.20	25.20	25.20	25.20	25.20	26.30	25.43
" fresh, loose(b) ..	quart	17.50	17.50	17.50	17.50	17.50	17.50	17.50	17.50	17.50	17.50	17.50	18.00	17.54
" " bottled(b) ..	"	19.00	19.00	19.00	19.00	19.00	19.00	19.00	19.00	19.00	19.00	19.00	19.50	19.04
Meat—														
		March Quarter, 1959.			June Quarter, 1959.			September Quarter, 1959.			December Quarter, 1959.			
Beef, sirloin ..	lb.	38.23			40.50			41.47			41.10			40.33
" rib (without bone) ..	"	41.33			43.27			44.23			44.10			43.23
" steak, rump ..	"	61.03			65.60			68.60			68.77			66.00
" chuck ..	"	35.23			38.93			42.23			42.10			39.62
" sausages ..	"	21.11			21.44			22.22			22.22			21.75
" (corned) silver-side ..	"	44.40			46.13			47.13			47.00			46.17
" brisket ..	"	32.37			33.93			34.90			34.17			33.84
Mutton, leg ..	"	26.43			27.73			26.97			24.90			26.51
" forequarter ..	"	13.73			14.27			13.73			12.16			13.47
" loin ..	"	25.30			26.60			25.37			23.87			25.29
" chops, loin ..	"	25.57			27.10			26.00			24.33			25.75
" leg ..	"	26.70			27.60			26.77			25.30			26.59
Pork, leg ..	"	54.60			56.60			58.93			63.93			58.52
" loin ..	"	54.47			56.63			59.13			63.77			58.50
" chops ..	"	54.47			56.87			59.67			64.27			58.82

(a) In some cases the averages shown are price relatives.

(b) Delivered.

## SECTION I.—continued.

## PERTH: AVERAGE RETAIL PRICES(a) OF FOOD AND GROCERY ITEMS DURING EACH MONTH OF THE YEAR 1959.

Item.	Unit.	January.	February.	March.	April.	May.	June.	July.	August.	September.	October.	November.	December.	Average, 1959.
Groceries, etc.—														
Bread(b) ..	2 lb.	16.50	16.50	16.50	16.50	16.50	16.50	16.50	16.50	16.50	16.50	16.50	16.50	16.50
Flour, plain ..	"	13.88	13.63	13.63	13.75	13.75	13.75	13.75	13.75	13.75	13.75	13.63	13.63	13.72
Flour, self-raising ..	"	20.50	21.00	21.00	21.00	21.00	20.70	20.70	20.70	20.70	20.70	20.75	20.75	20.79
Tea ..	lb.	77.25	77.25	77.25	77.25	77.25	77.25	77.25	77.05	77.05	77.05	76.65	76.65	77.10
Sugar ..	"	10.00	10.00	10.00	10.00	10.00	10.00	10.00	10.00	10.00	10.00	10.00	10.00	10.00
Rice ..	"	11.83	11.83	11.83	11.83	11.83	11.83	11.83	11.83	11.83	11.83	11.80	11.80	11.83
Tapioca, seed ..	15.00	15.50	15.50	15.50	15.50	15.50	15.50	15.50	15.50	15.50	15.50	15.50	15.50	15.46
Jam, plum ..	1½ lb.	36.05	35.85	35.85	35.95	35.30	34.85	34.85	33.94	34.17	34.55	34.40	34.40	35.01
Golden Syrup ..	2 lb.	21.10	21.10	21.10	21.10	21.10	21.10	21.10	21.10	21.10	21.10	20.85	20.75	21.05
Oats, flaked ..	lb.	12.47	12.47	12.47	12.29	12.39	11.38	11.34	11.41	11.45	11.45	11.47	11.50	11.23
Raisins, seeded ..	"	32.50	33.41	33.41	33.41	34.31	34.05	34.79	35.51	35.51	35.51	34.61	35.51	34.38
Currants ..	"	27.10	26.85	26.85	26.85	27.44	27.67	27.89	27.89	28.11	28.00	27.56	27.33	27.46
Apricots, dried ..	"	70.50	70.50	70.50	70.50	70.67	70.67	70.33	70.33	70.33	70.33	70.33	70.33	70.44
Peaches, canned ..	29 oz.	43.50	44.90	44.20	44.60	42.30	41.50	40.30	39.70	39.85	39.45	38.45	38.45	41.43
Pears, canned ..	"	39.65	41.75	40.45	40.20	39.65	39.65	40.61	39.94	39.20	38.55	38.85	39.85	
Potatoes ..	7 lb.	39.43	39.43	39.36	40.86	40.86	40.86	40.86	40.86	40.86	40.86	40.14	40.14	40.38
Onions, brown ..	lb.	7.56	7.56	7.56	7.81	7.81	13.75	14.50	22.39	16.83	18.00	10.39	10.39	12.05
Soap ..	"	19.70	19.70	19.70	19.70	19.70	19.70	19.70	19.70	19.70	19.70	19.83	19.57	19.70
Kerosene ..	quart	13.34	13.34	13.34	13.34	13.34	13.34	13.34	13.34	13.31	13.27	13.29	13.29	13.32
Dairy Produce—														
Butter, factory ..	lb.	54.80	54.80	54.80	54.80	54.80	54.80	54.80	54.80	54.80	54.80	54.60	54.60	54.77
Cheese, mild ..	"	47.30	47.30	47.30	47.30	47.30	47.30	47.30	47.70	47.90	48.64	48.64	48.64	47.72
Eggs, grade 1a ..	doz.	63.80	63.80	63.80	63.80	66.60	69.50	69.50	66.80	60.00	59.90	59.80	63.33	64.22
Bacon, rashers ..	lb.	70.17	69.67	69.67	69.67	70.00	71.17	72.17	72.00	80.08	80.08	80.43	80.43	73.80
Milk, condensed ..	14 oz. tin	23.00	23.00	22.60	22.60	22.75	22.75	22.75	22.90	22.90	22.67	22.56	22.30	22.73
" fresh, bottled(b) ..	quart	19.00	19.00	19.00	19.00	19.00	19.00	19.00	19.00	19.00	19.00	19.00	19.00	19.00
Meat—														
Beef, sirloin ..	lb.	March Quarter, 1959.			June Quarter, 1959.			September Quarter, 1959.			December Quarter, 1959.			
" rib (without bone) ..	"	42.85			46.26			46.56			45.33			45.25
" " ..	"	42.20			46.07			47.17			46.10			45.39
" " ..	"	59.57			62.83			64.43			63.80			62.66
" " ..	"	36.60			39.63			40.33			40.20			39.19
" " ..	"	22.82			23.28			22.78			21.71			22.65
" (corned) silver-side ..	"	41.23			43.07			43.30			43.17			42.69
" ..	"	29.40			32.13			31.77			30.73			31.01
" brisket ..	"	26.73			27.57			27.73			25.00			26.76
" ..	"	15.57			16.07			16.23			14.50			15.59
" ..	"	24.43			24.77			25.67			22.77			24.41
" ..	"	24.43			24.77			25.67			22.77			24.41
" ..	"	24.47			24.97			25.77			22.90			24.53
" ..	"	54.18			57.43			62.42			65.11			59.79
Pork, leg ..	"	53.90			57.53			62.65			65.20			59.82
" ..	"	53.90			57.53			62.65			65.29			59.84

(a) In some cases the averages shown are price relatives.

(b) Delivered.

## SECTION I.—continued.

## HOBART: AVERAGE RETAIL PRICES(a) OF FOOD AND GROCERY ITEMS DURING EACH MONTH OF THE YEAR 1959.

Item.	Unit.	January.	February.	March.	April.	May.	June.	July.	August.	September.	October.	November.	December.	Average, 1959.
Groceries, etc.—														
Bread(b) ..	2 lb.	16.00	16.00	16.00	16.50	16.50	16.50	16.50	16.50	16.50	16.50	16.50	17.00	16.42
Flour, plain ..	"	13.00	13.00	13.00	13.00	13.00	13.00	13.00	13.00	13.00	13.11	13.06	13.17	13.03
" self-raising ..	"	22.06	22.06	22.06	23.72	23.72	23.44	23.67	23.72	23.72	23.39	23.44	23.23	23.23
Tea ..	lb.	83.45	83.45	83.45	83.45	83.45	83.45	83.35	83.35	83.35	83.35	83.35	83.35	83.40
Sugar ..	"	10.50	10.50	10.50	10.50	10.50	10.50	10.50	10.50	10.50	10.50	10.50	10.50	10.50
Rice ..	"	12.00	12.00	12.00	12.00	12.00	12.00	12.00	12.00	12.00	12.00	12.00	12.00	12.00
Tapioca, seed ..	"	14.57	14.57	14.57	14.57	14.50	14.50	14.21	14.21	14.21	14.21	14.17	14.83	14.43
Jam, plum ..	1½ lb.	35.95	35.65	35.55	35.30	35.30	35.45	34.95	34.95	34.95	34.95	34.65	34.65	35.19
Golden Syrup ..	2 lb.	22.85	22.85	22.85	22.85	22.85	22.85	22.80	22.80	22.80	22.80	22.60	22.60	22.79
Oats, flaked ..	lb.	12.93	13.03	13.03	13.03	12.98	12.85	12.76	12.76	12.76	12.76	12.61	12.61	12.84
Raisins, seeded ..	"	32.95	32.95	32.95	33.75	33.85	34.95	35.10	35.20	35.20	36.00	35.75	35.65	34.53
Currants ..	"	28.50	28.50	28.50	28.50	28.50	28.50	28.06	27.88	27.88	28.25	27.51	27.51	28.17
Apricots, dried ..	"	67.67	67.67	67.67	69.33	69.33	69.33	69.33	69.33	69.33	69.33	69.33	69.33	68.92
Peaches, canned ..	29 oz.	49.50	49.00	49.00	49.00	47.28	43.39	42.15	42.15	41.20	41.15	41.25	41.25	44.69
Pears, canned ..	"	50.80	50.80	50.80	50.80	48.33	44.89	43.05	43.05	41.75	41.70	41.30	41.30	45.71
Potaotes ..	7 lb.	59.50	52.50	48.13	45.11	42.39	42.28	42.77	41.62	40.89	40.72	40.88	51.04	45.65
Onions, brown ..	lb.	9.88	9.88	9.56	9.44	9.44	11.25	13.30	19.00	19.60	17.63	15.05	14.60	13.22
Soap ..	"	19.27	19.27	19.23	19.23	19.30	19.30	18.94	19.10	19.24	19.77	19.93	20.03	19.38
Kerosene ..	quart	13.42	13.42	13.42	13.42	13.42	13.42	13.42	13.42	13.42	13.42	13.42	13.42	13.42
Dairy Produce—														
Butter, factory ..	lb.	54.90	54.90	54.90	54.90	54.60	54.60	54.20	54.10	54.10	54.10	54.10	54.90	54.53
Cheese, mild ..	"	42.32	42.32	42.32	41.73	41.73	41.73	41.73	41.73	41.73	42.02	42.02	42.02	41.95
Eggs, new laid ..	doz.	69.10	69.10	69.10	69.10	75.11	75.40	69.17	55.30	54.70	66.35	68.15	68.00	
Bacon, rashers ..	lb.	73.25	73.25	73.25	73.25	72.88	74.00	74.00	74.57	75.86	77.14	78.38	79.50	74.94
Milk, condensed ..	14 oz. tin	25.10	25.10	25.10	25.10	25.05	25.05	24.55	24.55	24.80	24.80	24.60	25.25	24.92
" fresh, loose(b) ..	quart	19.00	19.00	19.00	19.00	19.00	19.00	19.00	19.00	19.00	19.00	19.00	19.00	19.00
" " bottled(b) ..	"	20.00	20.00	20.00	20.00	20.00	20.00	20.00	20.00	20.00	20.00	20.00	20.00	20.00
Meat—														
Beef, sirloin ..	lb.	March Quarter, 1959.			June Quarter, 1959.			September Quarter, 1959.			December Quarter, 1959.			
" rib (without bone) ..	"	44.70			44.53			45.00			44.33			44.64
" steak, rump ..	"	42.93			43.23			43.70			42.90			43.19
" chuck ..	"	64.47			64.23			65.97			65.73			65.10
" sausages ..	"	35.30			35.20			36.37			35.43			35.58
" (corned) silver-side ..	"	23.70			23.70			23.83			23.77			23.75
" brisket ..	"	44.70			44.60			45.07			44.83			44.80
Mutton, leg ..	"	32.20			32.53			32.73			31.50			32.24
" forequarter ..	"	28.17			26.95			27.40			24.40			26.73
" loin ..	"	13.17			12.17			12.20			10.67			12.05
" chops, loin ..	"	19.50			18.00			18.07			16.53			18.03
" leg ..	"	19.94			18.44			18.20			16.80			18.35
Pork, leg ..	"	23.28			21.61			20.60			18.47			20.99
" loin ..	"	54.10			53.90			57.70			60.43			56.53
" chops ..	"	54.27			54.07			57.10			60.03			56.37
" chops ..	"	54.57			54.07			56.70			59.43			56.19

(a) In some cases the averages shown are price relatives.

(b) Delivered.

## SECTION II.

## AVERAGE RETAIL PRICES OF FOOD IN PRINCIPAL CITIES: AUSTRALIA AND OTHER COUNTRIES, 1959.

(Particulars extracted from Official Publications and Reports. Prices are quoted in the currency of the country concerned.)

Item.	Unit.	AUSTRALIA.(a)												NEW ZEALAND.								
		Sydney.				Melbourne.				Wellington.				Christchurch.								
		Feb.	May.	Aug.	Nov.	Feb.	May.	Aug.	Nov.	Feb.	May.	Aug.	Nov.	Feb.	May.	Aug.	Nov.	Feb.	May.	Aug.	Nov.	
		d.	d.	d.	d.	d.	d.	d.	d.	d.	d.	d.	d.	d.	d.	d.	d.	d.	d.	d.	d.	
Bread .....	2 lb.	15.80	15.80	15.80	15.80	16.50	16.50	17.00	17.00	8.57	8.57	8.57	8.57	8.57	8.57	8.57	8.57	8.57	8.57	8.57	8.57	
Flour, plain .....	lb.	18.25	18.30	18.06	18.05	12.42	12.50	12.50	12.50	6.38	6.38	6.43	6.45	5.92	5.92	5.92	5.92	5.92	5.92	5.92	5.92	
Tea .....	lb.	78.70	78.50	78.33	78.40	79.25	78.95	78.85	78.85	80.00	80.00	80.00	80.00	80.00	80.00	80.00	80.00	80.00	80.00	80.00	80.00	
Jam, plum .....	14 lb.	37.25	34.70	35.06	34.85	30.50	29.88	29.88	29.88	c55.21	c55.21	c55.21	c55.43	c55.43	c56.57							
Sugar .....	lb.	10.10	10.10	10.10	10.05	10.00	10.00	10.00	10.00	8.24	7.93	7.79	7.97	8.17	7.92	7.68	7.92	7.92	7.92	7.92	7.92	
Rice .....	"	11.88	11.88	11.88	11.89	11.80	11.80	11.80	11.80	10.58	10.58	10.83	10.67	10.50	10.60	10.60	10.60	10.60	10.60	10.60	10.60	
Oatmeal .....	"	11.74	11.19	11.03	10.77	10.35	10.35	10.37	10.37	12.00	12.00	12.00	12.00	12.00	12.00	12.00	12.00	12.00	12.00	12.00	12.00	
Raisins .....	"	32.17	32.39	33.63	33.78	30.83	31.17	31.72	33.22	"	"	"	"	"	"	"	"	"	"	"	"	"
Peaches, canned .....	30-oz. tin	46.95	43.70	43.75	43.50	40.75	36.35	35.95	34.20	50.50	50.50	50.50	50.50	49.70	50.30	50.90	50.90	50.90	50.90	50.90	50.90	
Potatoes .....	7 lb.	44.61	37.16	36.75	40.60	46.50	36.64	36.63	40.71	40.25	40.25	35.91	36.75	32.55	26.60	26.11	27.37	26.11	27.37	26.11	27.37	
Onions .....	lb.	8.10	9.40	17.60	12.20	7.53	9.00	17.36	15.11	5.25	5.63	9.75	14.00	5.08	6.27	8.90	15.50	9.50	9.50	9.50	9.50	
Milk .....	quart	23.00	23.00	23.00	23.00	18.50	18.50	18.50	18.50	9.50	9.50	9.50	9.50	9.50	9.50	9.50	9.50	9.50	9.50	9.50	9.50	
Butter .....	lb.	55.65	55.65	55.65	55.65	55.60	55.60	55.95	56.20	24.00	24.00	24.00	24.00	24.00	24.00	24.00	24.00	24.00	24.00	24.00	24.00	
Cheese .....	"	42.17	42.17	42.17	43.50	40.75	40.75	40.75	42.00	22.25	22.25	23.50	24.17	22.00	22.00	22.00	22.38	22.38	23.75	23.75	23.75	
Eggs .....	dozen	78.00	78.00	78.00	66.00	75.50	75.70	57.00	62.90	68.00	67.00	49.00	49.00	60.00	62.50	44.00	44.00	44.00	44.00	44.00	44.00	
Bacon .....	lb.	79.71	77.14	83.33	88.14	80.43	80.43	86.50	89.00	47.00	47.00	47.00	51.33	47.25	47.25	47.25	51.25	51.25	51.25	51.25	51.25	
	(b)	(b)	(b)	(b)	(b)	(b)	(b)	(b)	(b)	(b)	(b)	(b)	(b)	(b)	(b)	(b)	(b)	(b)	(b)	(b)	(b)	
Beef, sirloin .....	"	48.70	50.11	51.26	55.07	46.13	47.63	48.89	50.19	42.80	42.00	41.40	42.40	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	
" rib .....	"	37.17	38.73	40.27	42.37	44.30	46.37	48.40	49.57	41.60	40.20	40.00	41.00	37.00	37.67	38.00	39.00	38.00	39.00	38.00	39.00	
" steak, rump .....	"	65.03	66.63	69.53	74.63	68.17	73.07	75.43	78.03	52.60	50.80	50.80	52.60	45.00	46.00	48.00	50.67	48.00	50.67	48.00	50.67	
" sausages .....	"	23.50	23.67	23.67	23.50	23.17	23.57	23.96	24.11	19.20	19.60	19.80	17.67	17.67	17.67	17.67	17.67	17.67	17.67	17.67	17.67	
Mutton, leg .....	"	22.63	23.63	23.37	23.57	25.58	27.84	27.09	25.73	33.20	32.40	32.40	33.00	30.33	32.00	32.00	32.00	32.67	32.67	32.67	32.67	
" forequarter .....	"	14.66	15.77	15.93	15.47	17.38	17.83	17.67	17.71	17.80	17.40	17.40	17.00	18.00	18.00	18.67	18.00	18.67	18.00	18.67	18.00	
" chops .....	"	23.47	23.47	23.70	23.07	26.00	27.05	27.59	26.17	31.20	30.60	29.80	30.60	30.67	31.33	31.33	32.67	31.33	32.67	31.33	32.67	
Pork, leg .....	"	59.17	58.37	61.20	66.37	58.20	59.07	62.40	62.97	39.20	38.60	40.60	41.80	37.33	37.33	37.33	37.33	37.33	37.33	37.33	37.33	
" chops .....	"	58.77	57.97	63.83	65.73	59.67	60.80	65.80	66.60	39.20	38.60	41.40	41.40	39.00	41.00	41.00	40.33	41.00	40.33	41.00	40.33	

(a) In some cases the averages shown are price relatives.

(b) Meat prices are averages of the three individual monthly prices in each quarter.

(c) Raspberry jam.

SECTION II.—*continued.*AVERAGE RETAIL PRICES OF FOOD IN PRINCIPAL CITIES: AUSTRALIA AND OTHER COUNTRIES, 1959—*continued.*

(Particulars extracted from Official Publications and Reports. Prices are quoted in the currency of the country concerned.)

Item.	Unit.	CANADA.								UNITED STATES OF AMERICA.(a)			
		Ottawa.				Montreal.							
		Feb.	May.	Aug.	Nov.	Feb.	May.	Aug.	Nov.	Feb.	May.	Aug.	Nov.
Bread	2 lb.	cents.	cents.	cents.	cents.	cents.	cents.	cents.	cents.	cents.	cents.	cents.	cents.
Flour, plain	lb.	27.6	27.6	27.6	27.6	28.8	28.8	28.8	28.8	39.0	39.4	(e)	(e)
Tea	lb.	16.4	16.8	16.8	17.2	16.8	17.0	17.0	17.4	21.9	22.0	(e)	(e)
Jam(b)	1½ lb.	114.0	114.4	113.2	114.4	118.6	118.8	117.4	116.8	..	..	(e)	(e)
Sugar	lb.	36.6	37.1	37.1	36.9	38.3	38.6	37.5	37.2	..	..	(e)	(e)
Rice	lb.	9.3	8.5	8.2	8.2	9.0	8.4	8.1	8.2	11.3	11.3	(e)	(e)
Oatmeal	"	..	..	..	..	..	..	..	..	18.5	18.6	(e)	(e)
Raisins	"	31.2	31.9	33.4	31.4	33.0	34.3	34.4	33.8	18.1	18.1	(e)	(e)
Peaches, canned	30-oz. tin	36.4	39.0	41.0	43.2	39.8	40.0	41.2	41.6	..	..	(e)	(e)
Potatoes	7 lb.	27.3	28.7	45.4	34.7	23.9	27.0	40.4	33.2	38.2	44.2	(e)	(e)
Onions	lb.	12.8	15.7	13.0	10.0	12.9	16.2	13.4	11.1	11.7	14.2	(e)	(e)
Milk	quart	23.4	23.4	23.4	24.4	23.0	23.0	23.0	23.0	25.2	24.8	(e)	(e)
Butter	lb.	69.5	69.4	69.4	69.6	69.1	69.1	68.7	68.8	74.5	74.1	(e)	(e)
Cheese	"	70.6	69.6	70.4	69.2	71.6	71.8	71.8	71.0	58.2	58.1	(e)	(e)
Eggs	dozen	51.3	50.9	55.0	65.1	51.6	52.1	56.7	63.2	55.8	45.0	(e)	(e)
Bacon	lb.	87.2	86.0	87.4	87.2	82.6	83.8	84.0	87.0	69.4	68.8	(e)	(e)
Beef, sirloin	"	103.8	97.5	109.0	105.5	118.6	112.9	114.8	116.7	..	..	(e)	(e)
" rib	"	95.8	92.0	94.9	95.1	101.3	97.7	94.0	94.6	82.4	83.1	(e)	(e)
" steak, rump	"	"	"	"	"	"	"	"	"	(c)107.1	(c)107.7	(e)	(e)
Pork chops	"	(d) 73.4	74.0	74.4	72.8	71.9	70.5	73.6	72.3	84.8	85.5	(e)	(e)

(a) Average for all towns.  
available.

(b) Strawberry jam.

(c) Round steak.

(d) Change of store sample—Not strictly comparable with previous period.

(e) Not

SECTION II.—*continued.*AVERAGE RETAIL PRICES OF FOOD IN PRINCIPAL CITIES: AUSTRALIA AND OTHER COUNTRIES, 1959—*continued.*

(Particulars extracted from Official Publications and Reports. Prices are quoted in the currency of the country concerned.)

Item.	Unit.	UNITED KINGDOM.	UNION OF SOUTH AFRICA.								
			Capetown.				Witwatersrand.				
			Oct.	Feb.	May.	Aug.	Nov.	Feb.	May.	Aug.	Nov.
Bread		d.		d.	d.	d.	d.	d.	d.	d.	d.
Flour, plain	2 lb.	12.5	11.0	11.5	11.5	11.5	11.5	11.0	11.5	11.5	11.5
Tea	lb.	14.1	9.3	9.8	9.8	9.9	9.9	9.3	9.8	9.8	9.8
Jam	14 lb.	80.4	100.0	102.8	102.3	102.7	100.7	97.3	98.3	100.7	
Sugar	lb.	7.8	(a) 20.5	(a) 20.0	(a) 19.4	(a) 19.4	(a) 19.4	(a) 22.9	(a) 21.6	(a) 21.4	(a) 21.2
Rice	"	"	5.0	5.0	5.0	5.0	5.0	5.7	5.8	5.8	5.8
Oatmeal	"	(b) 11.0	11.0	11.0	11.3	11.6	11.2	10.7	12.7	12.7	12.8
Raisins	"	"	12.9	12.9	12.9	12.9	12.9	12.3	12.3	12.3	12.3
Peaches, canned	30-oz. tin	"	32.6	33.6	32.2	32.2	32.2	35.5	35.2	34.4	
Potatoes	7 lb.	23.4	30.1	32.2	30.8	26.6	26.6	28.7	28.0	29.4	
Onions	lb.	6.0	3.8	3.8	4.4	5.5	4.4	5.9	6.3	5.5	
Milk	quart	16.0	13.0	13.8	13.8	13.8	14.2	14.2	14.2	14.2	
Butter	lb.	52.4	40.0	40.0	40.0	41.7	40.0	39.6	39.6	41.6	
Cheese	"	40.7	34.5	34.4	34.4	35.2	34.5	34.4	34.4	35.2	
Eggs	dozen	39.6	34.5	43.0	33.7	33.5	36.9	43.0	33.6	34.2	
Bacon	lb.	58.4	50.4	50.7	50.3	50.3	44.7	44.7	47.1	47.3	
Beef, sirloin	"	(c) 64.3	32.3	32.1	32.5	31.1	33.1	31.8	32.2	32.4	
" rib	"	"	"	"	"	"	"	"	"	"	
" steak, rump	"	"	39.8	39.0	39.3	38.7	41.0	39.7	39.4	40.2	
Mutton, leg	"	(c) 37.1	36.2	35.8	36.1	34.9	37.3	36.2	36.1	36.1	
Pork, leg	"	(c) 51.6	36.1	36.3	37.5	36.6	33.6	33.6	34.9	34.6	
" chops	"	"	38.5	38.1	38.6	39.2	35.5	35.9	36.9	37.3	

(a) Apricot jam.

(b) Not comparable with previous prices.

(c) Home killed.

## SECTION III.

The following is a reproduction, with minor alterations, of the contents of statistical bulletin S.B. 837 published on 12th August, 1960.

## THE CONSUMER PRICE INDEX.

1. This Bulletin introduces a new retail price index, entitled the Consumer Price Index, with base year 1952-53 = 100. For current statistical purposes it replaces both the "C" Series Retail Price Index first compiled in 1921 and the Interim Retail Price Index constructed as a transitional index in 1954. The "C" Series Index will continue to be available for industrial tribunals who desire it. The Interim Index was last published for the March quarter of 1960 in the statistical bulletin S.B. 806 of 29th April, 1960, and is now discontinued.

2. The title "Consumer Price Index" does not imply that the new index differs in definition or purpose from its predecessors. This title is adopted in conformity with world trends in naming indexes of retail prices (including prices of services, accommodation, etc.) paid by consumers, and wherein these prices are weighted according to patterns of consumption. "Retail" or "consumer" price indexes measure the degree of change in "price" only. They may indicate the proportionate change in the cost of a defined standard of living, but they do not measure the cost of living itself nor the money cost of changes in the standard of living.

3. Consumer Price Index numbers have been compiled for the six State capital cities, separately and combined, for each quarter from June Quarter, 1949 to June Quarter, 1960. Particulars for future quarters will be published towards the end of the month following the last month of each quarter.

4. A brief account of the Consumer Price Index is given in this bulletin. A more comprehensive bulletin to be published later this year will give a full description and will deal also with the question of linking the Consumer Price Index and the "C" Series Index to provide an approximate measure of long term retail price movements.

5. The Consumer Price Index measures quarterly variations in prices of commodities and services as affecting a high proportion of the expenditure of wage earner households. Changes in the pattern of this expenditure since 1950 have been such as to render it necessary to construct the new index with additional items and changes in weighting patterns at intervals (rather than on the basis of a list of items and set of weights which remain unchanged throughout the period). Four new series for short periods viz., June Quarter, 1949 to June Quarter, 1952; June Quarter, 1952 to June Quarter, 1956; June Quarter, 1956 to March Quarter, 1960; and from March Quarter, 1960 have therefore been constructed and linked to form a continuous retail price index series (1949 to 1960) published herein as the Consumer Price Index. At times of linking the weighting pattern has been altered and, in addition, new items that had become significant in household expenditure have been introduced. In each period between links the items and weighting remain unchanged.

6. The principal ways in which the new retail price index differs from the Interim Retail Price Index are:—

(a) The list of items has been expanded to include—

(i) home ownership: price of new house; rates and charges payable to local Government authorities (including water and sewerage authorities); and repairs and maintenance of houses;

- (ii) weekly payments for houses let by State Housing authorities;
- (iii) household appliances such as refrigerators, washing machines and television sets;
- (iv) private motoring;
- (v) beer and other additional items (*see* pages 154 to 156).

(b) It is constructed as a series of linked indexes with significant changes in composition and weighting effected at June Quarter, 1952, June Quarter, 1956 and March Quarter, 1960. (This linking has not affected the level of the index at the times of change.)

7. The sets of weights used for the different periods covered by the index have been derived from analyses of statistics of production and consumption, the Censuses of 1947 and 1954, Censuses of Retail Establishments of 1952-53 and 1956-57 and the continuing Survey of Retail Establishments, as well as from information supplied by manufacturing, commercial, or other relevant sources and from special surveys.

8. In the main, the weights for items are the estimated average consumption for the community as a whole. The principal exceptions are:—

- (a) the proportionate weighting of the various modes of occupancy of houses, and the weighting generally in the Housing Group, is as estimated for wage and salary earner households (in the individual cities);
- (b) the weights for private motoring, tobacco and cigarettes, beer and some services have been adjusted to accord with broad estimates of expenditure by wage earner households whose income is at or about the average level of adult male earnings; and
- (c) individual city weights are used for some items (*see* paragraph 11).

9. For the year 1952-53 the ratios of group and certain sub-group "aggregates" to the "aggregate expenditure" of the whole index (weighted average of the Six Capital Cities) in comparison with corresponding ratios for the "C" Series Index are as follows:—

—	"C" Series Index.	Consumer Price Index.
	Per cent.	Per cent.
Food Group .. ..	41.0	33.2
Clothing and Drapery Group .. ..	33.0	21.6
Housing Group—		
Home Ownership .. .. ..	(a)	6.8
Rent of Privately Owned Houses .. ..	11.3	2.3
Rent of Government Owned Houses .. ..	(a)	0.7
Household Supplies and Equipment Group—		
Fuel and Light .. .. ..	4.5	3.9
Household Appliances .. .. ..	0.7	3.1
Other Household Supplies .. .. ..	}	4.6
Miscellaneous Group—		
Transport—Fares (rail, tram and bus) .. ..	2.8	4.5
Private Motoring .. .. ..	(a)	6.1
Tobacco and Cigarettes .. .. ..	2.1	4.2
Beer .. .. ..	(a)	4.0
Services, Cinema, Radio Licence and News-papers .. .. ..	4.6	5.0
	100.0	100.0

(a) Not included.

10. The ratios of group and certain sub-group "aggregates" to the "aggregate expenditure" of the whole Consumer Price Index as at June Quarter, 1949, and as at the beginning of each of the linked periods are as follows:—

CONSUMER PRICE INDEX—WEIGHTED AVERAGE OF SIX CAPITAL CITIES.

—	June Quarter 1949.	June Quarter 1952.	June Quarter 1956.	March Quarter 1960.
Food Group .. ..	per cent. 31.3	per cent. 33.6	per cent. 33.7	per cent. 32.1
Clothing and Drapery Group .. ..	22.8	21.6	19.7	19.0
Housing Group—				
Home Ownership .. ..	5.4	6.5	7.8	7.8
Rent of Privately Owned Houses .. ..	5.7 11.4	2.2 9.4	1.8 10.5	2.0 10.7
Rent of Government Owned Houses .. ..	0.3	0.7	0.9	0.9
Household Supplies and Equipment Group—				
Fuel and Light .. ..	3.5 13.1	3.8 11.7	4.3 11.6	4.2 13.2
Household Appliances .. ..	4.2	3.3	2.7	4.5
Other Household Supplies .. ..	5.4	4.6	4.6	4.5
Miscellaneous Group—				
Transport—Fares (rail, tram and bus) .. ..	6.3	4.4	3.7	4.4
Private Motoring .. ..	(a) 21.4	6.1 23.7	7.4 24.5	6.9 3.9
Tobacco and Cigarettes .. ..	5.6	4.2	4.2	4.1
Beer .. ..	4.6	4.0	4.4	25.0
Services, Cinema, Radio and T.V. Licences and Newspapers .. ..	4.9	5.0	4.8	5.7
	100.0	100.0	100.0	100.0

(a) Not included.

The differences in ratios at the dates shown are a result of disparate price movements and changes in the composition of the index. The major changes in composition are:—

- (i) the introduction of private motoring (June Quarter, 1952) and of television (March Quarter, 1960);
- (ii) altered proportions of house occupancy (June Quarters, 1952 and 1956);
- (iii) changes in weights of fuel and fares (June Quarters, 1952 and 1956), and of private motoring (June Quarter, 1956).

11. In the Consumer Price Index common quantity weights for each city have been adopted for most items, but there are some important exceptions. Individual city weights are used for fares (rail, tram and bus), for fuel and light, and for combining the three sections of the Housing Group according to mode of occupancy of houses in each city; for the proportionate weighting of beef, mutton, lamb and pork in Brisbane and Hobart; and for some minor items in one or more cities. The resultant indexes measure price movements in each city individually. They do not provide a comparison of the retail price level in any city with the retail price level of any other city.

12. All commodities in the index are priced on a cash basis for a new article. Interest or hire purchase charges and trade-in allowances are not taken into account in the prices and weights used in the index.

13. It is envisaged that future links will be made in the index when significant changes in the pattern of household expenditure render it necessary.

14. Table 1 below shows Consumer Price Index Numbers for each fiscal year from 1949-50 to 1959-60, for June quarters of each year from 1949 to 1958 and for subsequent quarters to June, 1960. Table 2 on page 152 shows Group Index Numbers quarterly from June, 1959 to June, 1960.

15. Table 3 on page 153 shows for each June Quarter from 1949 to 1959 and for each of the subsequent quarters to June, 1960 the Consumer Price Index for each city with the year 1952-53 as base = 100.0 in comparison with the "C" Series Price Index converted to the same base. Different movements shown in this comparison (as well as in comparison with the Interim Index) result from the significantly different lists of items and weighting patterns of the indexes, together with the disparate price changes that have occurred over the period.

TABLE 1.

## CONSUMER PRICE INDEX—SIX CAPITAL CITIES, SEPARATELY AND COMBINED.

(Base of Index for Each City and for Six Capitals: Year 1952-53 = 100.0 (a)).

Period.	Sydney.	Mel-bourne.	Brisbane.	Adelaide.	Perth.	Hobart.	Six Capital Cities.(b)
<b>Year ended June—</b>							
1950 .. ..	65.6	66.2	67.1	66.2	66.2	64.7	66.0
1951 .. ..	74.5	74.6	75.1	74.7	74.4	73.3	74.6
1952 .. ..	91.9	91.0	91.8	91.4	90.4	90.4	91.4
1953 .. ..	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1954 .. ..	101.6	102.0	102.0	102.3	103.0	105.0	102.0
1955 .. ..	102.3	102.0	102.9	103.5	105.2	104.9	102.6
1956 .. ..	105.7	108.1	106.3	106.9	107.9	110.2	106.9
1957 .. ..	112.9	114.0	112.0	111.1	112.9	116.9	113.1
1958 .. ..	114.5	114.4	114.4	111.9	113.6	117.0	114.2
1959 .. ..	115.3	116.6	118.2	114.5	114.7	118.7	116.0
1960 .. ..	117.8	120.0	121.2	118.0	116.9	120.8	118.9
<b>Quarter—</b>							
1949—June ..	62.6	62.9	63.8	63.2	63.1	62.8	62.9
1950 .. ..	68.0	68.8	69.0	68.7	68.6	66.3	68.4
1951 .. ..	80.7	80.7	80.5	81.2	80.3	79.6	80.7
1952 .. ..	98.0	96.4	96.8	97.5	96.0	95.5	97.2
1953 .. ..	101.2	101.6	100.9	101.4	101.7	102.3	101.4
1954 .. ..	101.5	102.0	102.1	102.4	104.3	104.4	102.1
1955 .. ..	103.0	103.1	103.9	104.7	106.6	105.9	103.6
1956 .. ..	108.8	112.0	109.5	109.9	110.5	113.6	110.2
1957 .. ..	113.7	114.2	112.6	111.3	114.2	117.5	113.7
1958 .. ..	115.1	114.6	115.9	112.7	114.1	117.3	114.8
September ..	114.8	114.9	116.7	113.5	114.4	117.7	114.9
December ..	115.2	116.4	117.9	114.2	114.3	118.7	115.8
1959—March ..	115.5	117.1	119.0	115.0	114.7	119.1	116.3
June .. ..	115.8	117.9	119.1	115.3	115.5	119.3	116.8
September ..	116.3	118.2	120.2	116.3	115.9	119.7	117.3
December ..	117.2	118.8	120.8	116.9	115.7	120.1	118.0
1960—March ..	118.2	119.8	121.6	118.3	117.1	120.8	119.0
June .. ..	119.6	123.0	122.3	120.6	119.0	122.6	121.1

(a) Figures appearing after the decimal point possess little significance for general statistical purposes. They are inserted mainly to avoid the minor distortions that would occur in rounding off the figures to the nearest whole number.

(b) Weighted average.

TABLE 2.

## CONSUMER PRICE INDEX—GROUP INDEXES—SIX CAPITAL CITIES SEPARATELY AND COMBINED.

(Base of Each Group Index for Each City and for Six Capital Cities: Year 1952-53 = 100.0 (a)).

Quarter.	Sydney.	Melbourne.	Brisbane.	Adelaide.	Perth.	Hobart.	Six Capital Cities. (b)
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## FOOD GROUP.

1959—June..	..	114.3	118.5	121.5	119.8	117.1	117.3	117.1
September	..	115.3	118.8	123.4	120.2	117.8	117.5	117.9
December	..	116.7	119.2	123.4	120.2	115.7	117.2	118.4
1960—March	..	118.4	120.8	124.6	123.7	118.4	117.8	120.3
June..	..	119.7	124.2	125.3	128.1	121.6	121.4	122.6

## CLOTHING AND DRAPERY GROUP.

1959—June..	..	107.2	109.3	109.6	104.8	106.9	109.1	107.9
September	..	107.5	109.7	110.2	105.7	107.3	109.9	108.3
December	..	108.4	110.6	111.4	106.5	107.7	110.4	109.2
1960—March	..	108.6	110.9	112.2	107.0	108.0	110.8	109.5
June..	..	109.4	111.6	113.9	108.1	109.6	111.6	110.5

## HOUSING GROUP.

1959—June..	..	131.5	130.9	129.0	137.9	131.4	143.4	131.9
September	..	131.7	131.5	131.5	138.7	131.5	144.7	132.5
December	..	133.2	133.0	132.2	139.5	132.6	147.4	133.9
1960—March	..	133.9	134.3	132.7	140.3	134.2	150.1	134.8
June..	..	136.5	144.3	134.0	141.3	135.6	151.7	139.4

## HOUSEHOLD SUPPLIES AND EQUIPMENT GROUP.

1959—June..	..	109.3	109.8	109.6	105.3	106.4	117.2	109.1
September	..	109.4	110.2	110.1	105.7	106.8	117.5	109.4
December	..	109.5	110.4	110.5	105.9	107.0	117.8	109.6
1960—March	..	110.0	110.9	111.0	106.2	107.4	118.4	110.0
June..	..	109.6	111.9	110.9	106.0	107.0	120.1	110.2

## MISCELLANEOUS GROUP.

1959—June..	..	122.2	123.5	124.6	114.9	118.9	122.7	121.9
September	..	122.6	123.6	124.7	117.2	118.8	122.8	122.3
December	..	123.1	124.1	125.6	118.2	120.4	123.2	123.0
1960—March	..	123.8	125.3	125.9	118.8	121.2	123.3	123.8
June..	..	126.4	128.9	126.2	121.0	123.3	123.7	126.4

(a) Figures appearing after the decimal point possess little significance for general statistical purposes. They are inserted mainly to avoid the minor distortions that would occur in rounding off the figures to the nearest whole number.

(b) Weighted average.

TABLE 3.

## COMPARISON OF RETAIL PRICE CHANGES AS SHOWN BY "C" SERIES AND CONSUMER PRICE INDEXES (a).

(Base of each Index in each City separately: Year 1952-53 = 100.0 (b)).

Quarter.	Sydney.		Melbourne.		Brisbane.		Adelaide.	
	"C" Series.	Consumer Price Index.	"C" Series.	Consumer Price Index.	"C" Series.	Consumer Price Index.	"C" Series.	Consumer Price Index.
1949—June	61.2	62.6	62.5	62.9	63.7	63.8	62.2	63.2
1950 ,	67.2	68.0	68.7	68.8	68.8	69.0	67.4	68.7
1951 ,	80.6	80.7	82.0	80.7	80.9	80.5	80.8	81.2
1952 ,	98.2	98.0	97.1	96.4	98.2	96.8	98.0	97.5
1953 ,	101.4	101.2	101.6	101.6	100.7	100.9	101.0	101.4
1954 ,	102.0	101.5	102.3	102.0	103.0	102.1	102.3	102.4
1955 ,	104.1	103.0	103.9	103.1	105.0	103.9	106.2	104.7
1956 ,	109.8	108.8	113.9	112.0	109.4	109.5	110.7	109.9
1957 ,	112.5	113.7	114.7	114.2	111.2	112.6	111.5	111.3
1958 ,	114.4	115.1	114.8	114.6	117.2	115.9	113.9	112.7
1959 ,	115.6	115.8	119.7	117.9	121.5	119.1	118.5	115.3
Sept.	116.5	116.3	120.7	118.2	123.5	120.2	120.3	116.3
Dec.	117.9	117.2	122.1	118.8	124.5	120.8	121.4	116.9
1960—March	118.9	118.2	122.9	119.8	125.2	121.6	123.6	118.3
June	120.2	119.6	130.8	123.0	126.0	122.3	126.8	120.6
Quarter.	Perth.		Hobart.		Six Capital Cities.(c)			
	"C" Series.	Consumer Price Index.	"C" Series.	Consumer Price Index.	"C" Series.	Consumer Price Index.	"C" Series.	Consumer Price Index.
1949—June	62.6	63.1	61.7	62.8	62.1	62.9		
1950 ,	67.6	68.6	65.6	66.3	67.8	68.4		
1951 ,	81.4	80.3	79.2	79.6	81.1	80.7		
1952 ,	96.1	96.0	94.4	95.5	97.6	97.2		
1953 ,	102.0	101.7	102.8	102.3	101.4	101.4		
1954 ,	110.3	104.3	105.0	104.4	102.8	102.1		
1955 ,	114.4	106.6	106.6	105.9	105.0	103.6		
1956 ,	117.9	110.5	115.4	113.6	111.8	110.2		
1957 ,	122.5	114.2	118.4	117.5	113.8	113.7		
1958 ,	122.4	114.1	118.6	117.3	115.3	114.8		
1959 ,	124.9	115.5	121.9	119.3	118.4	116.8		
Sept.	126.1	115.9	123.3	119.7	119.6	117.3		
Dec.	125.8	115.7	124.4	120.1	120.8	118.0		
1960—March	127.8	117.1	125.3	120.8	121.9	119.0		
June	130.3	119.0	127.7	122.6	125.5	121.1		

(a) In individual cities the two indexes have moved differently as a result of the significantly different lists of items and weighting patterns, together with the disparate price changes that have occurred over the period. (b) Figures appearing after the decimal point possess little significance for general statistical purposes. They are inserted mainly to avoid the minor distortions that would occur in rounding off the figures to the nearest whole number. (c) Weighted average.

## Consumer Price Index—List of Items.

As at June Quarter, 1960.

NOTE.—The total of the number of items listed here falls appreciably short of the total number of lines, types, brands and services for which prices are obtained. For example at present four types of sandwich spreads are priced; dry cleaning charges are obtained for six garments; for many clothing items more than one type or line is priced; for cigarettes five brands are priced; etc. Those items which were not in the Interim Retail Price Index are generally shown here in more detail. A few items which were in the "C" Series or Interim Index are not included in the Consumer Price Index.

Symbol \* denotes items not included in "C" Series Retail Price Index.

Symbol † denotes items not included in Interim Retail Price Index.

## FOOD—

Cereal Products—  
Bread  
Flour, plain.  
Flour, self-raising.  
Biscuits.\*  
Oats, flaked.  
Rice.  
Prepared Breakfast Foods—  
From wheat.\*  
From maize.\*  
Dairy Produce—  
Milk, fresh.  
Milk, powdered.\*  
Milk, condensed.  
Cheese, processed.\*  
Cheese, other  
Butter.  
Eggs.  
Potatoes, Onions, Preserved Fruit and Vegetables—  
Peaches, canned.  
Pears, canned.  
Dried vine fruit.  
Dried tree fruit.\*  
Green peas, canned.\*  
Potatoes.  
Onions.  
Soft Drink, Ice Cream and Confectionery—  
Soft drink.\*  
Ice cream.\*  
Chocolate confectionery.\*  
Sugar confectionery.\*†  
Other (except Meat)—  
Sugar.  
Jams.  
Golden syrup.  
Honey.\*  
Meat extract.\*†  
Sandwich spreads.\*  
Baked beans, canned.\*  
Spaghetti, canned.\*  
Margarine.\*  
Sauces.\*  
Pickles.\*†  
Sardines.\*  
Herrings.\*†  
Soup, canned.\*†  
Baby foods.\*  
Tea.  
Coffee, instant.\*†  
Coffee, other.\*  
Cocoa.\*  
Salmon.\*†

FOOD—*continued.*

Meat—  
Beef—  
Sirloin roast.  
Rib roast  
Steak, rump.  
Steak, blade.\*  
Steak, chuck.  
Sausages.  
Corned silverside.  
Corned brisket.  
Mutton—  
Leg.  
Forequarter.  
Chops, loin.  
Chops, leg.  
Lamb—  
Leg.\*  
Forequarter.\*  
Chops, loin.\*  
Chops, leg.\*  
Pork—  
Leg.  
Loin.  
Chops.  
Processed—  
Bacon.  
Cooked corned beef.\*†  
Frankfurts.\*†  
Canned meat.\*†

## CLOTHING AND DRAPERY—

Men's—  
Suit.  
Overcoat.  
Sports coat.\*  
Sports trousers.\*  
Pullover, cardigan.  
Working trousers.  
Overalls.\*  
Shirt, ordinary wear.  
Shirt, work.  
Singlets.  
Underpants.  
Pyjamas.  
Socks.  
Hat.  
Handkerchief.  
Women's—  
Costume.  
Skirt.  
Overcoat.\*†  
Raincoat.\*†  
Hats.  
Frocks.

Consumer Price Index—List of Items—*continued.*CLOTHING AND DRAPERY—*continued.*

Women's—*continued.*  
 Pullover, cardigan etc.  
 Slip.  
 Undervests.  
 Pantette etc.  
 Brassiere.  
 Girdle.\*  
 Stockings.  
 Gloves.  
 Nightdress.  
 Pyjamas.  
 Umbrella.\*  
 Apron.  
 Handkerchief.\*†

## Children's—

Boys'—  
 Knickers.  
 Shorts.\*†  
 Raincoat.\*†  
 Pullover, cardigan.  
 Shirt.  
 Singlets.  
 Underpants.\*†  
 Socks.  
 Pyjamas.  
 Swim trunks.\*†

Girls'—  
 Tunic.  
 Overcoat.  
 Blazer.\*  
 Pullover, cardigan etc.  
 Frock.  
 Slip.  
 Undervests.  
 Pantette etc.  
 Pyjamas.  
 Socks.  
 Stockings.\*†  
 Hats.

## Piece-goods, etc.—

Rayon.\*  
 Cotton.\*  
 Woollen.\*  
 Nursery squares.\*†  
 Knitting wools.\*

## Footwear—

Men's—  
 Shoes.  
 Slippers.\*†  
 Sandshoes.\*†  
 Working boots.

## Women's—

Shoes.  
 Slippers.\*†  
 Sandshoes.\*†

## Children's—

Boys' shoes.  
 Girls' shoes.

## Household Drapery—

Blankets.  
 Bedspread.\*†  
 Sheets.  
 Pillow slip.  
 Towel.

CLOTHING AND DRAPERY—*continued.*

Household Drapery—*continued.*  
 Table cloth.  
 Tea towel.  
 Plastic sheeting.\*†

## HOUSING—

Home Ownership—  
 House price.\*†  
 Rates.\*†  
 Repairs and maintenance.\*†  
 Rent, private houses.  
 Rent, government houses.\*†

## HOUSEHOLD SUPPLIES AND EQUIPMENT—

Fuel and Light—  
 Electricity.  
 Gas.  
 Firewood.  
 Kerosene.  
 Household Appliances—  
 Globe, electric.  
 Iron, electric.  
 Toaster.\*  
 Jug, electric.\*  
 Refrigerator.\*†  
 Washing machine.\*†  
 Vacuum cleaner.\*†

Stoves.\*†  
 Radio set.\*†  
 Radio valve.\*†  
 Television set.\*†

Floor Coverings—  
 Carpet.\*  
 Linoleum.\*  
 Felt.\*

Kitchen Utensils.  
 Cup and saucer.\*†  
 Plate, dinner.  
 Jug.  
 Tumbler.

Pie dish.\*†  
 Mixing bowl.\*†  
 Casserole.\*†  
 Cutlery.  
 Teapot.\*†  
 Kettle.  
 Saucepans.

Cake tin.\*  
 Frying pan.\*  
 Boiler.\*

Utensils, Other—  
 Bucket.  
 Brooms.

Scrubbing brush.  
 Polishing mop.

Gardening and Small Tools—

Axe.\*  
 Hammer.\*†  
 Spade.\*  
 Fork.\*  
 Rake.\*  
 Hoe.\*  
 Lawn mower—hand.\*  
 —power.\*†  
 Hose.\*†

Consumer Price Index—List of Items—*continued.*

HOUSEHOLD SUPPLIES AND EQUIPMENT— <i>continued.</i>	MISCELLANEOUS—
Household Sundries—	Fares—
Soap, household.	Train fares.
Soap powder.*	Tram and bus fares.
Matches.*	Private Motoring—
Steel wool.*	Motor car.*†
Boot polish.*	Petrol.*†
Starch.*	Lubricating oil.*†
Cleanser powder.*	Lubrication.*†
Detergent.*†	Tyres.*†
Toilet paper.*†	Tubes.*†
Personal Requisites—	Retreads.*†
Toilet soap.*	Battery.*†
Shaving cream.*	Maintenance and repairs.*†
Toothpaste.*	Registration.*†
Razor blades.*	Driver's licence.*†
Antiseptic.*	Third party insurance.*†
Hair creams etc.*†	Tobacco and Cigarettes—
Talcum powder.*†	Cigarettes.
Sanitary napkins.*†	Tobacco—Cigarette.
Face powder.*†	—Pipe.
Face cream etc.*†	Cigarette papers.
Lipstick.*†	Beer—
Deodorant.*†	Draught.*†
Proprietary Medicines etc.—	Bottled.*†
Adhesive bandage.*†	Services—
Cough mixture.*	Hairdressing.*
Tonic.*	Dry cleaning.*
Aspirin etc.*	Shoe repairs.*
Cascara.*	Postal and telephone services.*
Ointment.*	Other—
Indigestion powder.*†	Radio licence.
Pills.*†	Television licence.*†
School Requisites—	Television set maintenance.*†
Lead pencil.	Cinema admission.
Penholder.	Newspapers.
Nibs.	
Eraser.	
Ruler.	
Pastels.	
Blotting paper.	
Exercise books.	

## SECTION IV.

## COMPARATIVE INDEX NUMBERS FOR THE SIX CAPITAL CITIES COMBINED.

(Base of each Group: Weighted Average of Six Capital Cities, 1911 = 1,000.(a))

Period.	Retail Price Index Numbers.					
	Food and Groceries.(b)	Rent (4 and 5 Roomed Houses). (c)	Clothing.	Miscel - laneous.	Total "C" Series Retail Price Index.(b)	
<b>Year—</b>						
1911..	.. ..	1,000	1,000	(d)1,000	(d)1,000	(d)1,000
1914..	.. ..	1,144	1,082	1,140	1,140	1,140
1921..	.. ..	1,902	1,410	1,883	1,537	1,680
1928..	.. ..	1,761	1,743	1,507	1,537	1,675
1932..	.. ..	1,425	1,336	1,215	1,458	1,377
1938..	.. ..	1,584	1,540	1,253	1,463	1,488
1939..	.. ..	1,657	1,577	1,271	1,465	1,526
1946..	.. ..	1,852	1,596	2,276	1,776	1,900
1947..	.. ..	1,967	1,597	2,367	1,825	1,971
1948..	.. ..	2,245	1,601	2,637	1,913	2,148
1949..	.. ..	2,492	1,605	3,019	2,037	2,349
1950..	.. ..	2,800	1,613	3,455	2,184	2,589
1951..	.. ..	3,649	1,649	4,156	2,555	3,124
1952..	.. ..	4,516	1,728	4,657	2,980	3,645
1953..	.. ..	4,723	1,861	4,872	3,126	3,820
1954..	.. ..	4,776	1,949	4,865	3,139	3,860
1955..	.. ..	5,027	2,005	4,894	3,168	3,970
		A B			A B	
1956..	.. ..	5,227 5,514	2,166 4,930	3,403 3,403	4,130 4,226	
1957..	.. ..	5,315 5,311	2,256 5,075	3,611 3,611	4,259 4,257	
1958..	.. ..	5,402 5,352	2,386 5,167	3,690 3,690	4,357 4,340	
1959..	.. ..	5,571 5,563	2,512 5,223	3,777 3,777	4,473 4,470	
<b>Quarter—</b>						
	1954..					
March	.. ..	4,798	1,900	4,880	3,151	3,861
June..	.. ..	4,774	1,947	4,856	3,137	3,856
September	.. ..	4,746	1,970	4,853	3,133	3,851
December	.. ..	4,787	1,977	4,870	3,136	3,871
	1955..					
March	.. ..	4,882	1,983	4,865	3,115	3,898
June..	.. ..	4,952	1,997	4,898	3,151	3,941
	A B				A B	
September	.. ..	5,024 5,103	2,014 4,903	3,168 3,168	3,973 3,973	4,001 4,001
December	.. ..	5,061 5,169	2,025 4,910	3,239 3,239	4,004 4,004	4,041 4,041
	1956..					
March	.. ..	5,098 5,232	2,142 4,903	3,253 4,044	4,044 4,090	
June..	.. ..	5,225 5,461	2,158 4,910	3,367 4,115	3,367 4,195	
September	.. ..	5,302 5,800	2,174 4,928	3,460 4,167	3,460 4,334	
December	.. ..	5,282 5,562	2,189 4,977	3,532 4,192	3,532 4,286	
	1957..					
March	.. ..	5,315 5,331	2,218 5,024	3,556 4,226	3,556 4,231	
June..	.. ..	5,322 5,359	2,245 5,070	3,605 4,256	3,605 4,268	
September	.. ..	5,340 5,319	2,271 5,087	3,634 4,278	3,634 4,271	
December	.. ..	5,284 5,234	2,288 5,119	3,649 4,275	3,649 4,256	
	1958..					
March	.. ..	5,385 5,343	2,308 5,129	3,552 4,316	3,552 4,301	
June..	.. ..	5,396 5,332	2,379 5,176	3,653 4,348	3,653 4,326	
September	.. ..	5,395 5,329	2,414 5,179	3,688 4,364	3,688 4,341	
December	.. ..	5,431 5,404	2,444 5,184	3,769 4,401	3,769 4,391	
	1959..					
March	.. ..	5,466 5,484	2,470 5,170	3,766 4,414	3,766 4,419	
June..	.. ..	5,536 5,491	2,491 5,200	3,764 4,449	3,764 4,442	
September	.. ..	5,613 5,600	2,524 5,223	3,781 4,492	3,781 4,487	
December	.. ..	5,668 5,650	2,562 5,297	3,793 4,538	3,793 4,533	

(a) The index numbers given in the separate columns of the table cannot be compared with each other in order to show, for example, the relative cost of food and groceries and rent, since the cost in 1911 in each group or combination of groups is made equal to 1,000. (b) Index in column "A" excludes, and that in column "B" includes, the price movement of potatoes and onions. (c) The rent index numbers shown in this table measure the proportionate rise and fall in the average weekly rentals paid for houses of four and five rooms, taking corresponding houses throughout. They are "price" indexes in the strict sense, i.e., they are designed to measure only the "price" element in rent fluctuations. Rentals of new tenanted houses completed since the end of the 1939-45 War are not taken into account. (d) Taken back from November, 1914, by means of the Food and Rent (All Houses) Index.

## SECTION V.

## WEIGHTED AVERAGE MINIMUM WEEKLY WAGE RATES: ADULT MALES.

NOTE.—The wage rates shown in the tables in this section are weighted average minimum weekly rates payable for a full week's work (excluding overtime), as prescribed in awards, determinations and agreements.

For an explanation of the methods by which the data for the new indexes of minimum weekly wage rates were obtained and of the system of weighting, see pages 22 to 24.

## WEIGHTED AVERAGE MINIMUM WEEKLY WAGE RATES(a): ADULT MALES, ALL GROUPS.(b)

Date.	New	Victoria.	Queens-	South	Western	Tas-	Australia.
	South	Wales	land.	Australia.	Australia.	mania.	
1939—		s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
31st March	..	98 9	95 8	96 6	93 2	99 3	91 0
30th June	..	99 10	97 3	96 10	94 4	100 3	91 9
30th September	..	99 3	97 4	99 3	94 5	100 3	91 10
31st December	..	100 1	97 1	99 5	94 1	100 6	92 2
1940—							
31st March	..	100 3	97 9	99 6	94 2	100 7	93 2
30th June	..	101 0	98 7	99 7	94 8	100 7	93 4
30th September	..	103 5	100 8	99 10	96 2	103 7	95 0
31st December	..	103 9	100 11	100 1	98 6	103 11	96 1
1941—							
31st March	..	106 8	103 2	104 9	99 11	105 7	98 1
30th June	..	108 6	105 11	105 2	102 10	107 1	100 0
30th September	..	110 0	107 2	105 9	103 6	109 9	102 4
31st December	..	110 6	108 9	106 3	105 9	110 1	103 6
1942—							
31st March	..	112 11	110 4	106 7	107 3	110 3	105 4
30th June	..	115 4	113 3	109 4	109 1	110 6	107 6
30th September	..	117 3	115 3	110 4	110 10	114 6	109 11
31st December	..	119 7	118 4	112 6	115 0	117 2	111 8
1943—							
31st March	..	120 7	119 7	112 7	115 2	118 1	113 4
30th June	..	121 0	120 5	113 7	115 3	118 5	114 0
30th September	..	122 11	121 6	115 7	116 1	120 11	115 8
31st December	..	122 1	120 9	115 10	116 1	120 10	115 9
1944—							
31st March	..	121 11	119 11	115 10	115 7	119 7	115 0
30th June	..	122 0	119 10	116 1	115 8	119 8	115 1
30th September	..	121 11	120 7	116 2	115 7	119 11	114 5
31st December	..	122 2	120 10	117 1	115 9	120 2	115 4
1945—							
31st March	..	122 1	120 10	117 1	115 9	120 1	115 5
30th June	..	121 4	120 8	117 1	115 9	120 2	114 8
30th September	..	121 8	120 10	117 9	115 10	120 4	114 9
31st December	..	122 6	121 1	118 1	116 0	120 4	115 7
1946—							
31st March	..	122 9	121 3	118 9	117 0	120 5	116 4
30th June	..	123 1	121 6	118 10	117 2	121 4	116 9
30th September	..	124 3	122 6	119 9	119 3	122 5	117 7
31st December	..	131 9	129 9	126 10	124 1	123 2	124 6
1947—							
31st March	..	133 0	131 10	128 9	125 6	127 9	126 6
30th June	..	136 5	133 2	130 5	129 0	127 11	128 4
30th September	..	140 3	137 2	132 3	133 3	131 8	132 0
31st December	..	144 9	140 6	134 6	137 10	136 7	135 5
1948—							
31st March	..	148 1	146 7	137 2	141 1	139 1	140 8
30th June	..	152 1	149 11	145 0	144 6	143 6	144 7
30th September	..	156 6	152 3	150 2	150 2	147 6	147 10
31st December	..	160 3	155 11	153 2	152 2	152 4	151 10

NOTE.—For footnotes see next page.

SECTION V.—*continued.*WEIGHTED AVERAGE MINIMUM WEEKLY WAGE RATES(a): ADULT MALES, ALL GROUPS(b)—  
*continued.*

Date.	New South Wales.	Victoria.	Queens- land.	South Australia.	Western Australia.	Tas- mania.	Australia.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
<b>1949—</b>							
31st March ..	162 9	158 10	156 10	154 9	155 6	154 10	159 4
30th June ..	165 5	162 0	157 7	159 6	158 1	158 3	162 1
30th September ..	168 6	165 5	159 9	162 3	164 5	161 10	165 4
31st December ..	171 5	168 5	165 2	164 5	168 4	164 4	168 8
<b>1950—</b>							
31st March ..	174 4	172 3	167 2	167 9	171 2	167 4	171 9
30th June ..	177 7	175 9	169 10	170 2	173 9	168 3	174 9
30th September ..	181 10	179 0	173 7	173 5	177 5	172 5	178 7
31st December ..	206 2	201 9	195 2	197 11	200 7	198 0	202 0
<b>1951—</b>							
31st March ..	215 1	210 1	200 9	205 10	207 4	203 7	210 0
30th June ..	223 0	217 9	209 3	211 5	218 7	212 2	218 0
30th September ..	236 6	229 9	219 4	224 6	231 1	225 8	230 6
31st December ..	250 2	240 6	229 11	236 0	241 6	238 3	242 5
<b>1952—</b>							
31st March ..	259 11	250 11	244 0	246 5	250 11	248 5	253 0
30th June ..	267 1	254 7	250 5	252 7	260 5	255 4	259 2
30th September ..	278 9	266 8	256 7	265 8	269 4	265 1	270 1
31st December ..	280 2	270 8	258 6	270 10	275 6	272 3	273 2
<b>1953—</b>							
31st March ..	281 7	271 7	258 5	267 4	276 3	273 10	273 9
30th June ..	284 10	274 7	260 1	270 6	279 6	280 2	276 9
30th September ..	287 3	277 7	261 10	273 6	283 8	283 3	279 6
31st December ..	287 4	278 7	264 8	273 6	283 8	283 4	280 2
<b>1954—</b>							
31st March ..	287 3	279 1	266 7	273 7	283 9	283 7	280 7
30th June ..	287 8	278 8	269 7	273 7	283 9	283 9	281 0
30th September ..	287 11	278 3	272 2	273 7	283 9	283 9	281 4
31st December ..	293 3	284 10	275 7	281 7	287 2	287 8	286 10
<b>1955—</b>							
31st March ..	296 11	287 1	276 9	283 2	289 10	290 6	289 6
30th June ..	298 2	290 7	278 1	284 4	292 5	292 0	291 6
30th September ..	298 9	292 5	280 3	284 9	299 1	292 11	293 1
31st December ..	305 3	295 7	283 6	285 0	300 1	293 7	297 0
<b>1956—</b>							
31st March ..	307 1	298 1	286 11	285 9	301 4	299 7	299 3
30th June ..	311 10	305 9	292 2	295 10	305 3	311 11	305 7
30th September ..	316 3	309 6	298 11	296 4	309 6	314 0	309 8
31st December ..	322 9	309 7	302 9	296 4	312 10	313 11	313 0
<b>1957—</b>							
31st March ..	320 9	310 4	302 10	296 5	314 4	314 1	312 7
30th June ..	324 0	315 9	302 10	306 5	317 9	319 0	316 8
30th September ..	324 6	315 11	304 7	306 5	321 6	319 1	317 5
31st December ..	324 6	316 0	304 4	306 11	321 7	318 6	317 5
<b>1958—</b>							
31st March ..	324 0	316 5	306 5	306 11	318 4	319 0	317 5
30th June ..	329 7	319 1	310 9	312 0	319 6	322 11	321 7
30th September ..	329 7	319 7	315 10	312 4	322 8	322 11	322 8
31st December ..	329 3	319 8	317 10	312 5	324 0	323 7	322 11
<b>1959—</b>							
31st March ..	330 6	320 2	321 1	312 8	324 0	324 7	324 1
30th June ..	338 2	330 7	326 10	327 11	327 2	333 3	332 8
30th September ..	338 10	334 1	327 6	328 0	330 3	336 10	334 4
31st December ..	350 1	344 0	334 4	339 10	340 9	347 0	344 7

(a) The amounts shown should not be regarded as actual current averages, but as an index expressed in money terms, indicative of trends. (b) Excludes rural.

SECTION V.—*continued.*WEIGHTED AVERAGE MINIMUM WEEKLY WAGE RATE INDEX NUMBERS:  
ADULT MALES, ALL GROUPS.(a)

(Base: Weighted Average Weekly Wage Rate for Australia, 1954 = 100.0.)

Date.	New South Wales.	Victoria.	Queens-land.	South Australia.	Western Australia.	Tasmania.	Australia.
1939—							
31st March	35.0	33.9	34.2	33.0	35.1	32.2	34.3
30th June	35.3	34.4	34.3	33.4	35.5	32.5	34.7
30th September	35.1	34.5	35.1	33.4	35.5	32.5	34.7
31st December	35.4	34.4	35.2	33.3	35.6	32.6	34.8
1940—							
31st March	35.5	34.6	35.2	33.3	35.6	33.0	34.9
30th June	35.8	34.9	35.3	33.5	35.6	33.0	35.2
30th September	36.6	35.6	35.3	34.1	36.7	33.6	35.9
31st December	36.7	35.7	35.4	34.9	36.8	34.0	36.0
1941—							
31st March	37.8	36.5	37.1	35.4	37.4	34.7	37.0
30th June	38.4	37.5	37.2	36.4	37.9	35.4	37.7
30th September	38.9	37.9	37.4	36.6	38.9	36.2	38.2
31st December	39.1	38.5	37.6	37.4	39.0	36.6	38.5
1942—							
31st March	40.0	39.1	37.7	38.0	39.0	37.3	39.1
30th June	40.8	40.1	38.7	38.6	39.1	38.1	40.0
30th September	41.5	40.8	39.1	39.2	40.5	38.9	40.6
31st December	42.3	41.9	39.8	40.7	41.5	39.5	41.6
1943—							
31st March	42.7	42.3	39.9	40.8	41.8	40.1	41.9
30th June	42.8	42.6	40.2	40.8	41.9	40.4	42.1
30th September	43.5	43.0	40.9	41.1	42.8	41.0	42.7
31st December	43.2	42.8	41.0	41.1	42.8	41.0	42.5
1944—							
31st March	43.2	42.5	41.0	40.9	42.3	40.7	42.3
30th June	43.2	42.4	41.1	41.0	42.4	40.7	42.4
30th September	43.2	42.7	41.1	40.9	42.5	40.5	42.4
31st December	43.3	42.8	41.5	41.0	42.6	40.8	42.6
1945—							
31st March	43.2	42.8	41.5	41.0	42.5	40.9	42.6
30th June	43.0	42.7	41.5	41.0	42.6	40.6	42.4
30th September	43.1	42.8	41.7	41.0	42.6	40.6	42.5
31st December	43.4	42.9	41.8	41.1	42.6	40.9	42.7
1946—							
31st March	43.5	42.9	42.0	41.4	42.6	41.2	42.8
30th June	43.6	43.0	42.1	41.5	43.0	41.3	42.9
30th September	44.0	43.4	42.4	42.2	43.3	41.6	43.3
31st December	46.7	45.9	44.9	43.9	43.6	44.1	45.7
1947—							
31st March	47.1	46.7	45.6	44.4	45.2	44.8	46.3
30th June	48.3	47.2	46.2	45.7	45.3	45.4	47.2
30th September	49.7	48.6	46.8	47.2	46.6	46.7	48.4
31st December	51.3	49.7	47.6	48.8	48.4	47.9	49.8
1948—							
31st March	52.4	51.9	48.6	50.0	49.2	49.8	51.2
30th June	53.8	53.1	51.3	51.2	50.8	51.2	52.8
30th September	55.4	53.9	53.2	53.2	52.2	52.3	54.2
31st December	56.7	55.2	54.2	53.9	53.9	53.8	55.4

(a) Excludes rural.

SECTION V.—*continued.*WEIGHTED AVERAGE MINIMUM WEEKLY WAGE RATE INDEX NUMBERS: ADULT MALES, ALL GROUPS(a)—*continued.*

(Base: Weighted Average Weekly Wage Rate for Australia, 1954 = 100.0.)

Date.	New South Wales.	Victoria.	Queens-land.	South Australia.	Western Australia.	Tasmania.	Australia.
1949—							
31st March	57.6	56.2	55.5	54.8	55.1	54.8	56.4
30th June	58.6	57.4	55.8	56.5	56.0	56.0	57.4
30th September	59.7	58.6	56.6	57.4	58.2	57.3	58.5
31st December	60.7	59.6	58.5	58.2	59.6	58.2	59.7
1950—							
31st March	61.7	61.0	59.2	59.4	60.6	59.2	60.8
30th June	62.9	62.2	60.1	60.3	61.5	59.6	61.9
30th September	64.4	63.4	61.5	61.4	62.8	61.1	63.2
31st December	73.0	71.4	69.1	70.1	71.0	70.1	71.5
1951—							
31st March	76.2	74.4	71.1	72.9	73.4	72.1	74.4
30th June	79.0	77.1	74.1	74.9	77.4	75.1	77.2
30th September	83.7	81.4	77.7	79.5	81.8	79.9	81.6
31st December	88.6	85.2	81.4	83.6	85.5	84.4	85.8
1952—							
31st March	92.0	88.8	86.4	87.3	88.8	88.0	89.6
30th June	94.6	90.1	88.7	89.4	92.2	90.4	91.8
30th September	98.7	94.4	90.9	94.1	95.4	93.9	95.6
31st December	99.2	95.8	91.5	95.9	97.5	96.4	96.7
1953—							
31st March	99.7	96.2	91.5	94.7	97.8	97.0	96.9
30th June	100.9	97.2	92.1	95.8	99.0	99.2	98.0
30th September	101.7	98.3	92.7	96.8	100.4	100.3	99.0
31st December	101.7	98.6	93.7	96.8	100.4	100.3	99.2
1954—							
31st March	101.7	98.8	94.4	96.9	100.5	100.4	99.3
30th June	101.9	98.7	95.5	96.9	100.5	100.5	99.5
30th September	101.9	98.5	96.4	96.9	100.5	100.5	99.6
31st December	103.8	100.9	97.6	99.7	101.7	101.9	101.6
1955—							
31st March	105.1	101.7	98.0	100.3	102.6	102.9	102.5
30th June	105.6	102.9	98.5	100.7	103.5	103.4	103.2
30th September	105.8	103.5	99.2	100.8	105.9	103.7	103.8
31st December	108.1	104.7	100.4	100.9	106.3	104.0	105.2
1956—							
31st March	108.7	105.5	101.6	101.2	106.7	106.1	106.0
30th June	110.4	108.3	103.5	104.7	108.1	110.4	108.2
30th September	112.0	109.6	105.8	104.9	109.6	111.2	109.6
31st December	114.3	109.6	107.2	104.9	110.8	111.2	110.8
1957—							
31st March	113.6	109.9	107.2	105.0	111.3	111.2	110.7
30th June	114.7	111.8	107.2	108.5	112.5	113.0	112.1
30th September	114.9	111.9	107.8	108.5	113.8	113.0	112.4
31st December	114.9	111.9	107.8	108.7	113.9	112.8	112.4
1958—							
31st March	114.7	112.0	108.5	108.7	112.7	113.0	112.4
30th June	116.7	113.0	110.0	110.5	113.1	114.3	113.9
30th September	116.7	113.2	111.8	110.6	114.3	114.3	114.3
31st December	116.6	113.2	112.5	110.6	114.7	114.6	114.3
1959—							
31st March	117.0	113.4	113.7	110.7	114.7	114.9	114.8
30th June	119.7	117.1	115.7	116.1	115.8	118.0	117.8
30th September	120.0	118.3	116.0	116.1	116.9	119.3	118.4
31st December	124.0	121.8	118.4	120.3	120.7	122.9	122.0

(a) Excludes rural.

SECTION V.—*continued.*WEIGHTED AVERAGE MINIMUM WEEKLY WAGE RATES(a) : ADULT MALES,  
INDUSTRIAL GROUPS, AUSTRALIA.

(See Note at top of page 158.)

Industrial Group.	At 31st December—						
	1939.	1940.	1941.	1942.	1943.	1944.	1945.
Mining and Quarrying ..	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Engineering, Metal Works, etc. ..	109 11	117 2	124 6	133 2	136 7	137 7	138 8
Textiles, Clothing and Footwear ..	99 10	103 3	111 3	120 0	122 2	122 1	122 2
Food, Drink and Tobacco ..	93 1	96 11	104 3	113 2	116 0	115 9	115 10
Sawmilling, Furniture, etc. ..	99 1	101 11	108 2	116 2	119 2	119 9	119 11
Paper, Printing, etc. ..	97 6	100 2	106 11	115 0	117 6	117 7	117 11
Other Manufacturing ..	104 7	107 7	113 4	123 6	126 7	126 0	127 8
All Manufacturing Groups ..	96 5	100 0	107 1	115 11	118 3	118 2	118 7
Building and Construction ..	98 8	102 0	109 3	118 0	120 5	120 5	120 8
Railway Services ..	99 3	102 6	108 1	116 4	118 5	118 3	119 8
Road and Air Transport ..	94 6	97 8	104 9	113 4	116 6	118 0	117 9
Shipping and Stevedoring (b) ..	99 1	102 3	109 3	118 4	120 7	120 9	121 7
Communication ..	91 0	96 4	106 9	117 5	119 8	118 11	117 7
Wholesale and Retail Trade ..	97 10	100 2	111 3	121 5	123 9	123 9	123 9
Public Administration and Professional ..	98 6	101 9	107 8	115 9	118 10	119 0	119 5
Amusement, Hotels, Personal Service, etc. ..	91 11	94 9	100 7	108 6	112 4	113 1	113 9
All Industrial Groups (c) ..	94 1	97 5	102 1	112 1	114 7	114 10	115 3
	98 4	101 9	108 9	117 5	120 0	120 2	120 7

Industrial Group.	At 31st December—						
	1946.	1947.	1948.	1949.	1950.	1951.	1952.
Mining and Quarrying ..	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Engineering, Metal Works, etc. ..	150 8	177 10	205 11	206 11	259 7	320 10	334 2
Textiles, Clothing and Footwear ..	130 8	145 9	158 4	169 4	201 8	240 8	271 9
Food, Drink and Tobacco ..	124 2	133 3	149 0	160 2	197 5	238 6	269 1
Sawmilling, Furniture, etc. ..	128 2	137 9	154 8	168 5	201 5	241 1	272 4
Paper, Printing, etc. ..	125 10	136 8	151 2	162 5	196 0	234 5	265 8
Other Manufacturing ..	136 9	148 3	163 11	178 6	214 3	257 0	289 2
All Manufacturing Groups ..	127 1	137 9	152 9	164 7	197 7	237 10	268 10
Building and Construction ..	129 2	141 8	155 10	167 7	200 10	240 5	271 7
Railway Services ..	128 2	138 11	155 0	166 11	198 7	237 9	268 10
Road and Air Transport ..	125 6	136 10	153 2	164 1	195 10	233 4	264 1
Shipping and Stevedoring (b) ..	129 9	139 1	152 8	166 1	197 11	238 1	269 0
Communication ..	126 8	132 5	153 2	163 7	196 7	235 7	267 0
Wholesale and Retail Trade ..	130 8	145 10	160 0	182 8	213 4	252 8	286 11
Public Administration and Professional ..	127 4	136 0	154 3	167 7	200 10	241 3	272 10
Amusement, Hotels, Personal Service, etc. ..	122 0	131 6	145 6	160 4	192 1	235 9	267 6
All Industrial Groups (c) ..	123 9	129 6	146 6	160 0	192 4	232 10	263 8
	129 0	140 8	156 6	168 8	202 0	242 5	273 2

Industrial Group.	At 31st December—						
	1953.	1954.	1955.	1956.	1957.	1958.	1959.
Mining and Quarrying ..	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Engineering, Metal Works, etc. ..	341 3	350 11	366 10	384 7	375 8	376 2	407 1
Textiles, Clothing and Footwear ..	278 5	289 5	294 9	309 3	315 0	320 2	344 9
Food, Drink and Tobacco ..	275 0	275 6	285 0	296 7	306 0	310 11	331 7
Sawmilling, Furniture, etc. ..	280 2	284 6	295 9	312 3	316 4	322 5	339 6
Paper, Printing, etc. ..	272 3	276 7	288 10	301 11	307 7	314 10	335 0
Other Manufacturing ..	297 7	304 11	312 6	327 2	333 11	343 3	365 0
All Manufacturing Groups ..	276 2	280 8	291 4	307 6	311 6	316 7	335 2
Building and Construction ..	278 7	286 0	294 1	308 10	314 5	320 0	341 8
Railway Services ..	276 8	282 0	295 6	312 3	316 6	322 8	343 7
Road and Air Transport ..	275 10	282 7	294 3	310 11	314 2	319 5	340 6
Shipping and Stevedoring (b) ..	272 4	272 11	276 11	300 10	309 4	314 6	338 5
Communication ..	293 9	313 5	316 6	325 8	336 0	341 0	383 7
Wholesale and Retail Trade ..	279 9	282 3	297 9	315 5	318 9	324 11	341 2
Public Administration and Professional ..	274 9	280 3	289 10	305 4	309 4	315 5	334 5
Amusement, Hotels, Personal Service, etc. ..	270 10	271 6	283 7	297 11	303 8	308 9	327 10
All Industrial Groups (c) ..	280 2	286 10	297 0	313 0	317 5	322 11	344 7

(a) See note (a) on page 159. (b) Average rates of wage are for occupations other than masters, officers and engineers in the Merchant Marine Service, and include value of keep, where supplied.

(c) Excludes rural.

## SECTION V.—continued.

WEIGHTED AVERAGE MINIMUM WEEKLY WAGE RATE INDEX NUMBERS :  
ADULT MALES, INDUSTRIAL GROUPS, AUSTRALIA.

(Base: Weighted Average Weekly Wage Rate for Australia, 1954 = 100.0.)

Industrial Group.	At 31st December—						
	1939.	1940.	1941.	1942.	1943.	1944.	1945.
Mining and Quarrying ..	38.9	41.5	44.1	47.2	48.4	48.7	49.1
Engineering, Metal Works, etc. ..	35.3	36.6	39.4	42.5	43.3	43.2	43.3
Textiles, Clothing and Footwear ..	33.0	34.3	36.9	40.1	41.1	41.0	41.0
Food, Drink and Tobacco ..	35.1	36.1	38.3	41.1	42.2	42.4	42.5
Sawmilling, Furniture, etc. ..	34.5	35.5	37.9	40.7	41.6	41.6	41.8
Paper, Printing, etc. ..	37.0	38.1	40.1	43.7	44.8	44.6	45.2
Other Manufacturing ..	34.1	35.4	37.9	41.0	41.9	41.8	42.0
All Manufacturing Groups ..	34.9	36.1	38.7	41.8	42.6	42.6	42.7
Building and Construction ..	35.1	36.3	38.3	41.2	41.9	41.9	42.4
Railway Services ..	33.5	34.6	37.1	40.1	41.3	41.8	41.7
Road and Air Transport ..	35.1	36.2	38.7	41.9	42.7	42.8	43.0
Shipping and Stevedoring ..	32.2	34.1	37.8	41.6	42.4	42.1	41.6
Communication ..	34.6	35.5	39.4	43.0	43.8	43.8	43.8
Wholesale and Retail Trade ..	34.9	36.0	38.1	41.0	42.1	42.1	42.3
Public Administration and Professional ..	32.5	33.5	35.6	38.4	39.8	40.0	40.3
Amusement, Hotels, Personal Service, etc. ..	33.3	34.5	36.1	39.7	40.6	40.7	40.8
All Industrial Groups (a) ..	34.8	36.0	38.5	41.6	42.5	42.6	42.7

Industrial Group.	At 31st December—						
	1946.	1947.	1948.	1949.	1950.	1951.	1952.
Mining and Quarrying ..	53.3	63.0	72.9	73.3	91.9	113.6	118.3
Engineering, Metal Works, etc. ..	46.3	51.6	56.1	60.0	71.4	85.2	96.2
Textiles, Clothing and Footwear ..	44.0	47.2	52.8	56.7	69.9	84.4	95.3
Food, Drink and Tobacco ..	45.4	48.8	54.8	59.6	71.3	85.4	96.4
Sawmilling, Furniture, etc. ..	44.6	48.4	53.5	57.5	69.4	83.0	94.1
Paper, Printing, etc. ..	48.4	52.5	58.0	63.2	75.9	91.0	102.4
Other Manufacturing ..	45.0	48.8	54.1	58.3	70.0	84.2	95.2
All Manufacturing Groups ..	45.7	50.2	55.2	59.3	71.1	85.1	96.2
Building and Construction ..	45.4	49.2	54.9	59.1	70.3	84.2	95.2
Railway Services ..	44.4	48.4	54.2	58.1	69.3	82.6	93.5
Road and Air Transport ..	45.9	49.2	54.1	58.8	70.1	84.3	95.2
Shipping and Stevedoring ..	44.9	46.9	54.2	57.9	69.6	83.4	94.5
Communication ..	46.3	51.6	56.7	64.7	75.5	89.5	101.6
Wholesale and Retail Trade ..	45.1	48.2	54.6	59.3	71.1	85.4	96.6
Public Administration and Professional ..	43.2	46.6	51.5	56.8	68.0	83.5	94.7
Amusement, Hotels, Personal Service, etc. ..	43.8	45.9	51.9	56.7	68.1	82.4	93.4
All Industrial Groups (a) ..	45.7	49.8	55.4	59.7	71.5	85.8	96.7

Industrial Group.	At 31st December—						
	1953.	1954.	1955.	1956.	1957.	1958.	1959.
Mining and Quarrying ..	120.8	124.3	129.9	136.2	133.0	133.2	144.1
Engineering, Metal Works, etc. ..	98.6	102.5	104.4	109.5	111.5	113.4	122.1
Textiles, Clothing and Footwear ..	97.4	97.5	100.9	105.0	108.3	110.1	117.4
Food, Drink and Tobacco ..	99.2	100.7	104.7	110.6	112.0	114.2	120.2
Sawmilling, Furniture, etc. ..	96.4	97.9	102.3	106.9	108.9	111.5	118.6
Paper, Printing, etc. ..	105.4	108.0	110.7	115.8	118.2	121.5	129.2
Other Manufacturing ..	97.8	99.4	103.2	108.9	110.3	112.1	118.7
All Manufacturing Groups ..	98.6	101.3	104.1	109.4	111.3	113.3	121.0
Building and Construction ..	98.0	99.9	104.6	110.6	112.1	114.3	121.7
Railway Services ..	95.8	99.4	103.0	109.9	110.2	112.1	119.2
Road and Air Transport ..	97.7	100.1	104.2	110.1	111.2	113.1	120.6
Shipping and Stevedoring ..	96.4	96.6	98.1	106.5	109.5	111.4	119.8
Communication ..	104.0	111.0	112.1	115.3	119.0	120.7	135.8
Wholesale and Retail Trade ..	99.1	99.9	105.4	111.7	112.9	115.0	120.8
Public Administration and Professional ..	97.3	99.2	102.6	108.1	109.5	111.7	118.4
Amusement, Hotels, Personal Service, etc. ..	95.9	96.1	100.4	105.5	107.5	109.3	116.1
All Industrial Groups (a) ..	99.2	101.6	105.2	110.8	112.4	114.3	122.0

(a) Excludes rural.

## SECTION VI.

## WEIGHTED AVERAGE MINIMUM WEEKLY WAGE RATES: ADULT FEMALES.

NOTE.—The wage rates shown in the tables in this section are weighted average minimum weekly rates payable for a full week's work (excluding overtime), as prescribed in awards, determinations and agreements.

For an explanation of the methods by which the data for the new indexes of minimum weekly wage rates were obtained and of the system of weighting, see pages 22 to 24.

## WEIGHTED AVERAGE MINIMUM WEEKLY WAGE RATES(a): ADULT FEMALES, ALL GROUPS.

Date.	New	South	Victoria.	Queens-	South	Western	Tas-	Aust.
	Wales.			land.	Australia.	Australia.	mania.	
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
1951—								
31st March	145	11	147	9	139	1	148	2
30th June	152	3	154	2	145	10	152	9
30th September	160	7	161	9	152	3	161	10
31st December	172	4	172	2	161	2	170	3
1952—								
31st March	179	7	179	8	170	10	177	10
30th June	184	5	183	11	176	3	183	1
30th September	193	4	192	10	181	3	192	11
31st December	195	2	195	9	183	5	196	9
1953—								
31st March	195	11	196	1	183	4	194	5
30th June	198	10	198	6	185	3	197	1
30th September	200	6	200	8	186	5	199	1
31st December	200	6	201	4	188	2	199	1
1954—								
31st March	200	7	201	10	189	8	199	1
30th June	200	8	201	5	189	9	199	1
30th September	200	8	201	2	189	9	199	1
31st December	201	3	200	9	190	5	199	11
1955—								
31st March	202	6	202	2	190	10	201	3
30th June	203	5	206	6	191	2	201	6
30th September	203	7	208	2	192	8	201	8
31st December	209	8	210	5	194	3	201	9
1956—								
31st March	210	8	212	1	194	5	201	9
30th June	214	5	217	11	198	10	209	3
30th September	216	7	220	3	201	0	209	3
31st December	221	5	220	3	202	11	209	3
1957—								
31st March	219	11	220	3	203	3	209	3
30th June	222	10	225	0	205	9	217	2
30th September	223	8	225	0	206	1	217	2
31st December	223	8	225	0	206	1	219	6
1958—								
31st March	224	2	225	0	207	8	219	7
30th June	229	6	227	0	210	11	223	7
30th September	228	6	227	6	214	2	223	9
31st December	229	0	227	6	215	3	223	9
1959—								
31st March	238	4	227	7	217	5	223	10
30th June	244	7	234	5	224	3	234	11
30th September	245	1	238	1	224	9	235	0
31st December	249	3	241	3	229	8	239	1

(a) The amounts shown should not be regarded as actual current averages, but as an index expressed in money terms, indicative of trends.

SECTION VI.—*continued.*WEIGHTED AVERAGE MINIMUM WEEKLY WAGE RATE INDEX NUMBERS:  
ADULT FEMALES, ALL GROUPS.

(Base: Weighted Average Weekly Wage Rate for Australia, 1954 = 100.0.)

Date.	New South Wales.	Victoria.	Queens-land.	South Australia.	Western Australia.	Tas-mania.	Aust.
<b>1951—</b>							
31st March ..	73.3	74.2	69.9	74.4	64.8	70.1	72.8
30th June ..	76.5	77.4	73.3	76.7	70.1	73.5	76.1
30th September ..	80.7	81.2	76.5	81.3	73.8	78.2	80.1
31st December ..	86.6	86.5	81.0	85.5	81.6	83.2	85.6
<b>1952—</b>							
31st March ..	90.2	90.3	85.8	89.3	84.7	86.6	89.3
30th June ..	92.6	92.4	88.5	92.0	87.7	88.9	91.7
30th September ..	97.1	96.9	91.0	96.9	91.0	92.6	95.9
31st December ..	98.0	98.3	92.1	98.8	92.9	95.0	97.2
<b>1953—</b>							
31st March ..	98.4	98.5	92.1	97.7	92.9	95.6	97.4
30th June ..	99.9	99.7	93.1	99.0	94.1	97.8	98.7
30th September ..	100.7	100.8	93.6	100.0	95.5	99.0	99.6
31st December ..	100.7	101.1	94.5	100.0	95.5	99.0	99.8
<b>1954—</b>							
31st March ..	100.8	101.4	95.3	100.0	95.6	99.0	100.0
30th June ..	100.8	101.2	95.3	100.0	95.6	99.1	100.0
30th September ..	100.8	101.0	95.3	100.0	95.6	99.1	99.9
31st December ..	101.1	100.8	95.6	100.4	95.6	99.2	100.0
<b>1955—</b>							
31st March ..	101.7	101.6	95.9	101.1	95.8	99.8	100.6
30th June ..	102.2	103.7	96.0	101.2	96.7	100.2	101.6
30th September ..	102.3	104.6	96.8	101.3	99.0	100.4	102.2
31st December ..	105.3	105.7	97.6	101.3	99.3	100.5	103.9
<b>1956—</b>							
31st March ..	105.8	106.5	97.7	101.3	99.7	103.7	104.5
30th June ..	107.7	109.5	99.9	105.1	101.3	107.4	107.0
30th September ..	108.8	110.6	101.0	105.1	102.6	108.1	108.0
31st December ..	111.2	110.6	101.9	105.1	103.6	108.1	109.1
<b>1957—</b>							
31st March ..	110.5	110.6	102.0	105.1	103.9	108.2	108.9
30th June ..	111.9	113.0	103.4	109.1	105.7	110.0	110.8
30th September ..	112.4	113.0	103.5	109.1	106.7	110.0	111.1
31st December ..	112.4	113.0	103.5	110.3	106.7	110.0	111.1
<b>1958—</b>							
31st March ..	112.6	113.0	104.3	110.3	105.7	110.0	111.3
30th June ..	115.3	114.0	105.9	112.3	106.2	110.9	113.1
30th September ..	114.8	114.3	107.6	112.4	107.2	111.1	113.2
31st December ..	115.0	114.3	108.1	112.4	107.5	111.1	113.4
<b>1959—</b>							
31st March ..	119.7	114.3	109.2	112.4	107.5	111.1	115.5
30th June ..	122.9	117.8	112.6	118.0	109.2	114.0	118.8
30th September ..	123.1	119.6	112.9	118.0	110.7	116.2	119.7
31st December ..	125.2	121.2	115.4	120.1	112.5	117.6	121.6

SECTION VI.—*continued.*

## WEIGHTED AVERAGE MINIMUM WEEKLY WAGE RATES: ADULT FEMALES, INDUSTRIAL GROUPS, AUSTRALIA.

(See Note at top of page 164.)

## APPENDIX.

Industrial Group.	At 31st December—								
	1951.	1952.	1953.	1954.	1955.	1956.	1957.	1958.	1959.
RATES OF WAGE.(a)									
Engineering, Metal Works, etc.	170.11	195.0	200.7	201.0	206.6	216.11	220.9	225.4	241.4
Textiles, Clothing and Footwear	171.2	194.5	198.9	198.9	200.11	208.11	217.4	221.0	237.3
Food, Drink and Tobacco	165.9	188.8	194.6	194.6	206.10	213.8	215.11	220.2	235.11
Other Manufacturing	168.9	192.0	197.7	197.8	203.7	214.7	217.8	222.5	238.5
All Manufacturing Groups	169.11	193.3	198.3	198.4	203.4	212.2	217.10	222.0	238.1
Transport and Communication	177.6	200.8	206.5	208.6	213.10	223.8	228.3	232.3	254.9
Wholesale and Retail Trade	171.1	194.5	199.7	199.5	213.0	225.6	227.2	232.2	248.0
Public Administration and Professional	170.1	193.2	199.1	201.5	209.8	222.0	224.7	228.0	245.4
Amusement, Hotels, Personal Service, etc.	166.9	189.8	194.10	195.4	201.8	212.2	215.7	220.11	236.8
All Industrial Groups	170.4	193.7	198.9	199.2	206.11	217.3	221.7	225.8	242.2

## INDEX NUMBERS.

(Base: Weighted Average Weekly Wage Rate for Australia, 1954 = 100.0.)

Engineering, Metal Works, etc.	85.9	98.0	100.8	101.0	103.7	109.0	110.9	113.2	121.2
Textiles, Clothing and Footwear	86.0	97.7	99.8	99.8	100.9	104.9	109.2	111.0	119.2
Food, Drink and Tobacco	83.3	94.8	97.7	97.7	103.9	107.3	108.5	110.6	118.5
Other Manufacturing	84.8	96.4	99.2	99.3	102.3	107.8	109.3	111.7	119.8
All Manufacturing Groups	85.4	97.1	99.6	99.6	102.1	106.6	109.4	111.5	119.6
Transport and Communication	89.2	100.8	103.7	104.7	107.4	112.4	114.7	116.7	128.0
Wholesale and Retail Trade	85.9	97.7	100.3	100.2	107.0	113.3	114.1	116.6	124.6
Public Administration and Professional	85.4	97.0	100.0	101.2	105.3	111.5	112.8	114.5	123.2
Amusement, Hotels, Personal Service, etc.	83.8	95.3	97.9	98.1	101.3	106.6	108.3	111.0	118.9
All Industrial Groups	85.6	97.2	99.8	100.0	103.9	109.1	111.1	113.4	121.6

See note (a) on page 164.

## SECTION VII.

## MINIMUM RATES OF WAGE FOR ADULT MALE WORKERS IN THE MAIN OCCUPATIONS IN THE CAPITAL CITY OF EACH STATE FOR A FULL WEEK'S WORK (EXCLUDING OVERTIME) AT 31st DECEMBER, 1959.

NOTE.—These rates are quoted from the latest awards, determinations and agreements which were in force at 31st December, 1959. Where two or more award, determination or agreement rates are quoted, the reason is that different rates of wage have been fixed for various classes or grades of work. In certain cases of this nature the wages are shown in the form (say) 303s. 0d. to 354s. 0d., indicating that in addition to the two rates specified there are also certain intermediate rates in force. In other cases the rates are shown in the form 339s. 0d. and 371s. 0d., indicating that there are only two minimum or standard rates in force for different classes or grades of work, and that there are no intermediate minimum or standard rates. Except where otherwise specified by a numerical prefix in small type, the hours of labour constituting a full week's work are 40. Rates for some occupations have been revised and are not necessarily comparable with those quoted in previous issues.

## AGRICULTURE, GRAZING, ETC.

Industry and Occupation.	N.S.W.	Victoria.	Queensland.	S. Aust.	W. Aust.	Tasmania.
<i>Chaffcutting—</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Feeder (Travelling plant) ..	319 0	320 9	..	304 9	362 9	..
Feeder (Stationary mill) ..	319 0	308 9	..	304 9	362 9	..
<i>Farming—</i>						
Harvester ..	1409 0	2313 6	..	..	287 3	1303 0
Milker ..	2304 0	..	..	..	287 3	1303 0
<i>Gardening—</i>						
Gardener ..	331 6	311 0	292 0	299 0	309 0	..
Gardener's Labourer ..	319 0	298 0	277 0	293 0	296 0	..
Nurseryman ..	339 0	300/6 & 311/	292 0	333 0	318 0	332 0
Nurseryman's Labourer ..	319 0	284 0	277 0	293 0	296 0	297 0
<i>Pastoral Workers (a)—</i>						
Cook ..	675 3	675 3	672/11 & 693/11	675 3	675 3	675 3
<i>Shearer—</i>						
Hand .. per 100	170 5	170 5	162 0	170 5	170 5	170 5
Machine ..	158 6	158 6	162 0	158 6	158 6	158 6
Shed Hand ..	495 6	495 6	493 9	495 6	495 6	495 6
Wool Presser ..	551 3	551 3	553 7	551 3	551 3	551 3
<i>Rural Workers—</i>						
Fruit Harvester ..	1292/6 & 300/6	1290/6 & 292/6	..	1288/6 & 292/6	..	1297/6

(a) Shearers' and woolpressers' hours are 40 a week; shed hands' hours are the same as shearers', with such additional time as may be necessary to finish picking up fleeces, etc. Should the time engaged picking up, etc., exceed 30 minutes a day, all time thereafter must be paid as overtime. The hours of cooks are not regulated. Rates shown are "not found" rates. "Found" rates are £5 a week less, except in Queensland, where they are £4 10s. 11d. a week less.

(1) 44 hours. (2) 48 hours.

## MINING AND QUARRYING.

Industry and Occupation.	N.S.W.	Victoria.	Queensland.	S. Aust.	W. Aust.	Tasmania.
<i>Coal Mining—(a)</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Blacksmith ..	386 6	378 6	361/6 to 377/6	..	1378 6	385 6
Braceman ..	367 6	339 6	342/6 to 358/6	..	..	341 6
Carpenter ..	392 0	384 0	367/ to 383/	..	..	391 0
Deputy ..	447 6	432 6	422/6 to 438/6	..	1404 1	..

(1) 37½ hours.

SECTION VII.—*continued.*  
MINING AND QUARRYING—*continued.*

Industry and Occupation.	N.S.W.	Victoria.	Queensland.	S. Aust.	W. Aust.	Tasmania.
<b>Coal Mining—(a)—continued.</b>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Engine Driver—						
Locomotive ..	362/6 & 456/	..	366/ to 382/	..	..	..
Stationary ..	346/6 to 385/	344/ & 359/6	336/6 to 376/	..	1335/4 & 340/10	..
Winding ..	429 0	412 0	397/6 to 420/	..	1383 2	..
Labourer—						
Surface ..	342 6	336 0	317/6 to 333/6	..	1313 5	341 6
Underground ..	346 6	336 0	317/6 to 333/6	..	1329 4	341 6
Miner—						
Machine ..	420 6	(b)	395/6 to 411/6	..	1348/5 to 390/1	419 6
Manual—Dry Work	(c) 391 0	(c) 376 0	(c) 366/ to 382/0	..	1348 5	..
Platman or Banksman	342/6 & 387/6	376 0	..	..	..	..
Shiftman—						
Dry Work ..	391 0	376 0	366/ to 382/	..	1348 5	390 0
Wet Work ..	403 6	388 6	378/6 to 394/6	..	..	402 6
Shotfirer ..	433/ & 440/6	425 0	408/ to 424/	..	1388 4	432 0
Timberman ..	391 0	392 0	366/ to 382/	..	1348 5	390 0
Weighman ..	348 6	..	399 6	..	390 5	..
Wheeler ..	347/6 & 351/	352 6	322/6 to 338/6	..	1332 2	346 6
<b>Gold and Other Mining (except Coal)—</b>					(d)	
Battery Feeder ..	311/ to 321/	292/6 to 305/6	303 0	2304 0	325 0	294/6 to 314/6
Braceman ..	314/ to 324/	299/6 to 312/6	308/6 & 314/	2299 0	1332 11	306/6 to 326/6
Engine Driver—						
Stationary ..	291/ to 327/	329/ to 355/6	276 to 340/6	..	342/11 to 357/11	..
Winding and Loco.	297/ to 336/	330/6 to 385/	339/ to 340/6	2300 0	362/11 to 423/9	311/6 to 331/6
Fireman ..	286/6 to 303/	316/6 & 332/6	310 0	..	327 6	..
Labourer, Under-ground ..	306/ to 316/	297/6 to 310/6	303 0	2294 0	1321 3	299/6 to 319/6
Miner—						
Machine ..	325/ to 350/6	313/ to 346/	308/6 & 316/8	..	1342/11 to 361/3	315/ to 335/
Manual—						
Dry Work ..	325/ to 338/	324/6 to 346/	308 6	2306/ & 311/	1332/11 to 349/2	326/6 to 355/
Wet Work ..	337/6 to 350/6	337/ to 358/6	320 2	2313/6 & 318/6	1340/5 to 356/8	339/ to 367/6
Platman ..	314/ to 324/	304/6 to 317/6	308 6	2301 0	1332 11	306/6 to 326/6
Shaft Sinker—						
Dry Work ..	328/ to 338/	333/ to 346/	320 2	2311 0	1349/2 to 361/3	335/ to 355/
Wet Work ..	340/6 to 350/6	345/6 to 358/6	320 2	2318 6	1356/8 to 368/9	347/6 to 367/6
Timberman ..	326/ to 343/	328/6 to 349/	316 8	2307/ & 312/	1349 2	330/6 to 358/
<b>Quarrying—</b>						
Borer—Hand Machine ..	or 341/5 & 347/11	345 6	298 11	..	310 0	334 6
Dresser ..	363 2	359 0	305 7	..	310 0	..
Faceman ..	347 0	364 6	298 11	..	310 0	334 6
Hammerman ..	341 5	365 0	298 11	326 0	310 0	334 6
Crusher Feeder ..	348 10	354 6	298 0	317 6	316 6	343 6
Quarryman ..	363 2	..	305 7	..	..	346 6

(a) An additional amount for attendance allowance is payable at the rate of one day's pay for each full fortnightly pay-period worked. (b) Piece-work rates. (c) Piece-work rates normally operate for these occupations but minimum weekly wage rates are as shown. (d) Excludes district allowances.

(1) 37½ hours.

(2) 37 hours.

SECTION VII.—*continued.*  
ENGINEERING, METAL WORKS, ETC.

Industry and Occupation.	Sydney.	Melbourne.	Brisbane.	Adelaide.	Perth.	Hobart.
<i>Agricultural Implements—</i>						
Assembler .. ..	340 6	307/ & 320/	315 6	303/ & 316/	306/6 & 316/6	339 6
Bulldozerman .. ..	363 6	323 0	338 6	319 0	362 6	
Driller .. ..	328/ to 379/	310 0	303/ to 354/	306 0	368 0	327/ to 378/
Fitter .. ..	340/6 & 379/	326/ to 371/	315/6 to 354/	322/ to 367/	326/6 & 331/6	339/6 & 378/
Labourer — Unskilled	294 6	286 6	269 6	282 6	293 6	
Machinist—Metal ..	328/ to 379/	320/ to 371/	303/ to 354/	316/ to 367/	326/6 to 377/6	327/ to 378/
Painter—Brush .. ..	312 6	304 6	287 6	300 6	310 6	311 6
Spray .. ..	315 0	307 0	290 0	303 0	313 6	314 0
Pattermaker .. ..	408 0	400 0	383 0	396 0	406 6	407 0
Sheet Metal Worker	347/ & 379/	339/ & 371/	322/ & 354/	335/ & 367/	331/6 & 356/6	346/ & 378/
Striker .. ..	312/6 & 318/	304/6 & 310/	287/6 & 293/	300/6 & 306/	311 0	311/6 & 317/
<i>Boilermaking—</i>						
Boilermaker .. ..	379 0	371 0	369 6	367 0	377 6	378 0
Structural Steel Tradesman .. ..	379 0	371 0	..	367 0	377 6	378 0
<i>Cycles and Motor Cycles—</i>						
Assembler .. ..	298 6	308/6 & 320/	325 6	312/ & 328/	313 6	315/ & 329/6
Frame Builder .. ..	309 0	320/ & 325/6		323/6 & 342/9	313 6	329 6
Repairer .. ..	309 0	320/ & 325/6	355 0	323/6 & 342/9	345 6	329 6
Turner (Cycle) .. ..	309 0	350 0		..	377 6	334 0
<i>Electrical Installation—</i>						
Cable Jointer .. ..	360 0	361/6 & 368/	369 6	357/6 & 364/	377 6	368/6 & 375/
Electrical Fitter .. ..	360 0	371 0	372 3	367 0	377 6	378 0
Electrical Mechanic .. ..	360 0	371 0	369 6	367 0	368 0	378 0
Patrolman .. ..	..	311/6 & 348/6	319 5	307/6 & 344/6	..	318/6 & 355/6
Linesman .. ..	352 0	348 6	369 6	344 6	..	355 6
Other Adults .. ..	308 0	286 6	308 6	282 6	307 0	293 6
<i>Electrical Supply—</i>						
Armature Winder .. ..	436 0	396 6	387 3	386 0	397 6	378 0
Cable Jointer .. ..	443 0	387/ & 393/6	384 6	376/6 & 383/	394 6	368/6 & 375/
Instrument Maker .. ..	460 0	428 6	409 6	418 0	396 6	410 0
Linesman .. ..	401/ & 416/	348/6 to 371/	369 6	367 0	364/6 & 377/6	355/6 to 378/
Meter Tester .. ..	429 0	348/6 & 362/6	389 9	328/6 & 341/6	339/ & 352/	339/6 & 352/6
Patrolman—Night .. ..	493 0	(a) 413 2	(a) 351 4	(a) 384 5	(b) 397 6	(a) 444 5
Shift Electrician .. ..	471 0	396 6	376 3	386 0	..	378 0
Switchboard Attendant .. ..	..	343 6	308 6	339 6	..	..
Labourer .. ..	358 0	297 0	308 6	282 6	281 6	350 6
293 6						
<i>Electrical Trades—</i>						
Electrical Fitter .. ..	379 0	371 0	372 3	367 0	377 6	378 0
Electrical Mechanic .. ..	379 0	371 0	369 6	367 0	368 0	378 0
Radio Tradesman .. ..	379 0	371 0	369 6	367 0	377 6	378 0
<i>Electroplating—</i>						
Plater .. ..	311/ to 379/	303/ to 371/	342 0	299/ to 367/	345/6 & 377/6	310/ to 378/
Polisher .. ..	334 0	326 0	307/ to 342/	322 0	332 6	333 0
<i>Engineering—</i>						
Blacksmith .. ..	382 0	374 0	377 0	370 0	377 6	381 0
Borer and Slotter .. ..	347/ & 379/	339/ & 371/	369 6	335/ & 367/	345/6 & 377/6	346/ & 378/
Brassfinisher .. ..	347/ & 379/	339/ & 371/	369 6	335/ & 367/	377 6	346/ & 378/
Coppersmith .. ..	382 0	374 0	372 0	370 0	316/6 & 377/6	381 0
Driller—Radial .. ..	315/ & 369/6	307/ & 361/6	321 6	303/ & 357/6	313/6 & 368/6	314/ & 368/6
Fitter .. ..	379 0	371 0	369 6	367 0	377 6	378 0

(a) Includes allowance for continuous night work.  
25 per cent. extra.

(b) Day work. Afternoon and night shifts,

SECTION VII.—*continued.*ENGINEERING, METAL WORKS, ETC.—*continued.*

Industry and Occupation.	Sydney.	Melbourne.	Brisbane.	Adelaide.	Perth.	Hobart.
<i>Engineering—continued.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Miller ..	347/ & 379/	339/ & 371/	369 6	335/ & 367/	345/6 & 377/6	346/ & 378/
Patternmaker ..	408 0	400 0	392 0	396 0	406 6	407 0
Planer—						
Rail and Plate Edge	347/ & 379/	339/ & 371/	321 6	335/ & 367/	345/6 & 377/6	346/ & 378/
Other ..	347/ & 379/	339/ & 371/	369 6	335/ & 367/	345/6 & 377/6	346/ & 378/
Shaper ..	347/ & 379/	339/ & 371/	369 6	335/ & 367/	345/6 & 377/6	346/ & 378/
Turner ..	379 0	371 0	369 6	367 0	377 6	378 0
<i>Foundry—</i>						
Coremaker—Machine	319/to 347/	311/to 339/	369 6	307/to 335/	311/to 345/6	318/to 346/
Jobbing ..	379 0	371 0	369 6	367 0	377 6	378 0
Dresser ..	312/6 & 344/	304/6 & 336/	321 0	300/6 & 332/	316/6 & 323/	311/6 & 343/
Furnaceman ..	331/to 340/6	323/to 332/6	322/6 to 352/	319/to 328/6	329/6 to 339/	330/to 339/6
Moulder—Machine ..	319/to 347/	311/to 339/	334 6	307/to 335/	311/to 345/6	318/to 346/
" Jobbing ..	379 0	371 0	369 6	367 0	377 6	378 0
<i>Ironworking Assistants—</i>						
Boilermaker's Assistant ..	312 6	304 6	316 6	300 6	311 0	311 6
Fitter's Assistant ..	312 6	304 6	316 6	300 6	311 0	311 6
Furnaceman's Assistant ..	312 6	304 6	306 4	300 6	311 0	311 6
Moulder's Assistant ..	312 6	304 6	318 0	300 6	311 0	311 6
Striker ..	312/6 & 318/	304/6 & 310/	316 6	300/6 & 306/	311 0	311/6 & 317/
<i>Nailmaking—</i>						
Case Wiper ..	296 0	284 0	..	..	..	285 0
Labourer ..	296 0	284 0	..	..	..	285 0
Setter Up ..	314 0	320 0	..	..	..	317 0
<i>Sheet Metal Working—</i>						
Canister Maker ..	321 6	313 6	319 6	309 6	311 6	320 6
Japaner—						
Coating or Brush-work ..	311 0	303 0	334 6	299 0	306 6	310 0
Ornamental ..	347 0	339 0	334 6	335 0	306 6	346 0
Solderer ..	311/ & 321/6	303/ & 313/6	..	299/ & 309/6	301 6	310/ & 320/6
<i>Sheet Metal Worker—</i>						
1st Class ..	379 0	371 0	369 6	367 0	356 6	378 0
2nd Class ..	347 0	339 0	334 6	335 0	331 6	346 0
<i>Shipbuilding(a)—</i>						
Carpenter and Joiner ..	446 6	446 6	446 6	446 6	446 6	446 6
Docker ..	299/to 323/6	299/to 323/6	299/to 323/6	299/to 323/6	299/to 323/6	299/to 323/6
Painter ..	299 0	299 0	299 0	299 0	299 0	299 0
Shipwright ..	376 0	376 0	376 0	376 0	376 0	376 0
<i>Vehicle Building—</i>						
Bodymaker, 1st Class ..	379 0	371 0	369 6	367 0	356 6	378 0
Labourer ..	287 0	279 0	306 4	275 0	281 6	286 0
Painter ..	319/6 to 369/6	311/6 to 361/6	362 0	307/6 to 357/6	349 0	318/6 to 368/6
Smith ..	382 0	374 0	372 0	370 0	356 6	381 0
Trimmer ..	347/ & 369/6	339/ & 361/6	362 0	335/ & 357/6	349 0	346/ & 368/6
Wheelmaking Machinist ..	379 0	371 0	364 6	367 0	349 0	378 0
Wheelwright ..	379 0	371 0	369 6	367 0	356 6	378 0
<i>Wire Working—</i>						
Journeyman ..	299 0	320 0	295 0	..	289 0	..

(a) Permanent rates.

SECTION VII.—*continued.*

## TEXTILES, CLOTHING AND FOOTWEAR.

Industry and Occupation.	Sydney.	Melbourne.	Brisbane.	Adelaide.	Perth.	Hobart.
<i>Bootmaking—</i>	<i>s. d.</i>					
Bootmaker ..	346 6	346 6	346 6	346 6	336 6	346 6
<i>Tailoring—Order—</i>						
Cutter ..	429 0	399 6	399 6	399 6	399 6	399 6
Presser ..	350 6	350 6	350 6	350 6	350 6	350 6
Tailor ..	365 0	365 0	365 0	365 0	365 0	365 0
Trimmer ..	350 6	350 6	350 6	350 6	350 6	350 6
<i>Tailoring—Ready-made—</i>						
Cutter ..	371 0	371 0	371 0	371 0	371 0	371 0
Folder ..	316 0	316 0	316 0	316 0	316 0	316 0
Machinist ..	350 6	350 6	350 6	350 6	350 6	350 6
Presser ..	350 6	350 6	350 6	350 6	350 6	350 6
Tailor ..	365 0	365 0	365 0	365 0	365 0	365 0
Trimmer ..	350 6	350 6	350 6	350 6	350 6	350 6
<i>Textile-Working—Woollen Mills—</i>						
Carder ..	310 0	310 0	299 0	303 0	310 0	310 0
Dyehouseman ..	315 0	315 0	299 0	308 0	315 0	315 0
Labourer-General ..	281 0	281 0	281 0	274 0	281 0	281 0
Pattern Weaver ..	324 0	324 0		317 0	324 0	324 0
Scourer (Wool) ..	324 6	324 6	302/ & 308/6	317 6	324 6	324 6
Spinner ..	310 0	310 0	299/ & 308/	303 0	310 0	310 0
Loom Tuner ..	302/ to 348	302/ to 348	295/ to 337	295/ to 341	302/ to 348	302/ to 348

## FOOD, DRINK AND TOBACCO.

Industry and Occupation.	Sydney.	Melbourne.	Brisbane.	Adelaide.	Perth.	Hobart
<i>Aerated Water and Cordials—</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Bottler ..	317 6	309 6	292 6	316 6	296 6	316 6
Driver (Motor, 3-ton) ..	340 0	333 0	324 6	329 0	327 6	340 0
Packer ..	313 6	305 6	288 6	311 6	281 6	312 6
Wirer ..	313 6	305 6	288 6	311 6	281 6	312 6
<i>Baking (Bread)—</i>						
Board Hand ..	362 0	375 0	..	367 0	366 6	372 0
Carter (One Horse) ..	339 0	347 6	314 0	357 6	308 0	321 0
Doughman ..	374/6 & 377/6	381 8	314 6	419 9	378 6	372 0
Ovenman ..	370 6	375 0	312 0	367 0	366 6	372 0
Singlehand ..	367 0	398 4	314 6	381 3	378 6	382 0
<i>Baking (Biscuits and Cakes)—</i>						
Adult Male ..	302 0	295 0	281 6	287 6	284 6	286 0
Baker ..	340 0	325 0	292 0	328 6	317 0	341 0
Mixer ..	318/ & 326/	325 0	292 0	322 0	322 6	347 0
<i>Brewing—</i>						
Adult Male ..	337 0	330 0	313 0	334 0	329 6	337 0
Bottler and Washer ..	337 0	330 0	313 0	334 0	329 6	337 0
Cellarman ..	337/ & 345/6	339 0	328 0	349 0	334 6	337 0
Driver (Motor, 3-ton) ..	354 6	333 0	328 6	350 0	344 6	340 0
Towerman ..	345 6	339 0	313 0	349 0	334 6	366 6

SECTION VII.—*continued.*FOOD, DRINK AND TOBACCO—*continued.*

Industry and Occupation.	Sydney.	Melbourne.	Brisbane.	Adelaide.	Perth.	Hobart.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
<i>Butchering (Carcass)—</i>						
Chilling Room Hand	315/ to 324/	399 0	365 7	350/9 & 364/9	309 6	387 0
Labourer (Beef) ..	321 0	346 6	341 8	350 9	297 6	353 6
,, (Mutton) ..	309 0	346 6	348 11	350 9	297 6	353 6
Scalder ..	379 0	357 0	347 6	472 11	326 6	364 6
Slaughterman (Beef) ..	389 0	423 6	(a)	472 11	326 6	430 6
,, (Mutton) ..	(a)	423 6	(a)	472 11	326 6	430 6
<i>Butchering (Retail)—</i>						
Carter (Cash Cutting)	374 6	366 6	349 6	362 6	334 0	348 0
,, (One Horse) ..	336 6	305 0	311 6	324 6	294 6	312 0
General Butcher ..	377 6	369 6	352 6	365 6	334 0	370 0
Shopman ..	377 6	369 6	352 6	365 6	334 0	370 0
Smallgoodsman ..	377 6	369 6	352 6	365 6	334 0	355 0
<i>Cold Storage and Ice—</i>						
Chamber Hand ..	321/ & 335/	399 0	291 0	327 6	306 6	358 3
Puller and Stacker ..	308 0	386 4	296 9	327 6	306 6	..
<i>Confectionery—</i>						
Confectioner, Grade I	346 0	342 0	329 0	344 0	321 6	349 0
Storeman ..	319 0	318 6	304 0	317 0	286 6	328 0
<i>Ham and Bacon Curing—</i>						
Curer—First Hand ..	356 6	405 0	353 7	389 0	351 6	371 0
Cutter Up—First Hand	334 0	405 0	342 7	389 0	334 0	371 0
Ham Bagger ..	..	370 0	328 6	354 0	..	358 0
Lardman ..	321 6	370/ to 385/	338 6	354/ & 369/	..	358 0
Roller and Trimmer ..	344 0	385 0	322 1	369 0	317/6 & 334/	371 0
Scalder ..	339 0	385 0	343 6	369 0	334 0	365 0
Slaughterman ..	339 0	405 0	365 11	389 0	351 6	430 6
Smallgoodsman—First Hand	344 0	393 9	353 7	377 9	334 0	373 0
Smoker—First Hand	334 0	385 0	334 5	369 0	..	358 0
<i>Jam Making and Preserving—</i>						
Adult Male	308 6	308 6	290 6	308 6	293 6	308 6
Solderer ..	315 0	315 0	..	315 0	301 6	315 0
<i>Malting—</i>						
Maltster ..	339 6	344 6	311 0	..	329 6	343 6
<i>Milling—Condiments—</i>						
Grinder ..	327 6	341 6	..	..	..	..
Mixer or Blender ..	321 6	315 6	293 6	..	310 6	..
Stone Dresser ..	327 6	341 6	..	..	..	..
<i>Milling—Flour—</i>						
Miller—Head ..	418 0	418 0	351 0	418 0	418 0	381 9
,, Shift	370/ to 418/	370/ to 418/	327/ to 340/	370/ to 418/	370/ to 418/	374/9 to 395/
Packerman ..	338 6	338 6	306 6	338 6	338 6	350 9
Puriferman ..	344 6	344 6	309 0	344 6	344 6	345 3
Silksman ..	344 6	344 6	309 0	344 6	344 6	345 3
Storeman—Head ..	347/6 & 358/	347/6 & 358/	309/ & 314/6	347/6 & 358/	347/6 & 358/	330/9 & 337/6
Topman ..	344 6	344 6	309 0	344 6	344 6	345 3
Trucker and Other ..	313 0	313 0	304 0	313 0	313 0	321 0
<i>Milling—Oatmeal—</i>						
Kilnman ..	319 0	310 0	..	..	..	330/ & 334/3
Miller—Head ..	346 6	341 6	..	..	..	371/9 & 375/9
<i>Pastrycooking—</i>						
Carter ..	312 0	321 0	309 0	357 6	317 6	321 0
Pastrycook ..	356 0	344 0	320/6 & 328/	367 0	331 6	354 6

(a) Piece-work rates.

SECTION VII.—*continued.*

## SAWMILLING, FURNITURE, ETC.

Industry and Occupation.	Sydney.	Melbourne.	Brisbane.	Adelaide.	Perth.	Hobart.
<i>Coopering—</i>	<i>s. d.</i>	<i>s. d.</i>				
Cooper ..	379 0	399 0	347 0	367 0	360 2	390 0
<i>Furniture—</i>						
Cabinetmaker ..	351 0	371 0	339 0	367 0	355 6	378 0
Carpet Planner ..	351 0	371 0	339 0	367 0	355 0	378 0
Chairmaker ..	351 0	371 0	339 0	367 0	355 6	378 0
French Polisher ..	351 0	371 0	339 0	367 0	354 0	378 0
Upholsterer ..	351 0	371 0	339 0	367 0	354 0	378 0
Woodcarver ..	351 0	371 0	339 0	367 0	354 0	378 0
Wood Machinist ..	351 0	313/6 to 371/	339 0	309/6 to 367/	325/ & 354/	320/6 to 378/
<i>Mattress Making—Wire—</i>						
Finisher ..	333 0	313 6	332 7	309 6	311 6	320 6
Maker ..	333/ & 345/	371 0	332 7	367 0	325 0	378 0
<i>Picture Framing—</i>						
Stainer ..	333 0	326 0	321 0	322 0	311 6	333 0
Joiner ..	333 0	313 6	321 0	309 6		320 6
Mount Cutter ..	333 0	313 6	321 0	309 6	320 6	320 6
<i>Sawmilling and Timber Yards—</i>						
Box and Casemaker ..	334 0	326 0	307 0	322 0	305 6	333 0
Labourer ..	301 0	293 0	289 6	289 0	281 6	300 0
<i>Machinist—</i>						
Box Printing ..	310 6	302 6	..	298 6	..	309 6
Boult Carver ..	376 6	368 6	..	364 6	..	375 6
Nailing ..	315 0	307 0	292 6	303 0	..	314 0
Planing ..	338/ & 376/6	330/ & 368/6	292 6	326/ & 364/6	302/6 to 348/6	337/ & 375/6
Shaping ..	376 6	368 6	292 6	364 6	348 6	375 6
Orderman ..	344 6	336 6	312 6	332 6	324 0	343 6
Saw Doctor ..	398 0	390 0	357 0	386 0	371 6	397 0
<i>Sawyer—</i>						
Band or Jig ..	337/6 & 379/	329/6 & 371/	312/6 to 342/	325/6 & 367/	323/6 & 344/	336/6 & 378/
Circular ..	340/6 to 369/	332/6 to 361/	..	328/6 to 357/	323/6 & 346/6	339/6 to 368/
Stacker ..	305/ & 315/	297/ & 307/	..	293/ & 303/	294/6 & 304/6	304/ & 314/
Wood Turner ..	376 6	368 6	322 6	364 6	..	375 6

## PAPER, PRINTING, ETC.

Industry and Occupation.	Sydney.	Melbourne.	Brisbane.	Adelaide.	Perth.	Hobart.
<i>Bookbinding—</i>	<i>s. d.</i>					
Bookbinder ..	379 0	371 0	354 0	367 0	372 0	378 0
Finisher ..	379 0	371 0	354 0	367 0	372 0	378 0
Marbler ..	379 0	371 0	354 0	367 0	372 0	378 0
Paper Ruler ..	379 0	371 0	354 0	367 0	372 0	378 0
<i>Cardboard Box Making—</i>						
Guillotine and other Cutters ..	323/6 to 351/9	315/6 to 343/9	298/6 to 326/9	311/6 to 339/9	316/6 to 344/9	322/6 to 350/9
Other Adults ..	303 6	295 6	278 6	291 6	296 6	302 6

SECTION VII.—*continued.*PAPER, PRINTING, ETC.—*continued.*

Industry and Occupation.	Sydney.	Melbourne.	Brisbane.	Adelaide.	Perth.	Hobart.
	s. d.					
<i>Engraving (Photo)(a)—</i>						
Engraver ..	383 9	353 9	391 3	331 0	366 6	360 9
Etcher—Half-tone ..	396 9	363 9	401 3	335 6	366 6	370 9
Etcher—Line ..	383 9	353 9	391 3	331 0	356 6	360 9
Camera Operator ..	396 9	363 9	401 3	335 6	366 6	370 9
Photo Imposer ..	383 9	353 9	391 3	331 0	356 6	360 9
Router ..	379 0	350 0	387 6	329 0	346 6	357 0
<i>Lithographing—</i>						
Printer ..	379 0	371 0	354 0	367 0	372 0	378 0
Rotary Machinist ..	379 0	371 0	354 0	367 0	372 0	378 0
Stone Polisher ..	319 0	311 0	294 0	307 0	312 0	318 0
<i>Paper Bag Making—</i>						
Guillotine Cutter ..	338 9	330 9	313 9	326 9	331 9	337 9
Machinist ..	338/9 & 358/3	330/9 & 350/3	313/9 & 333/3	326/9 & 346/3	331/9 & 351/3	337/9 & 357/3
<i>Paper Making—</i>						
Beaterman ..	388 0	397 0	..	..	..	422 6
Breakerman ..	344 0	336 0	..	..	..	..
Guillotine Man ..	349 6	341 6	..	..	..	357 0
Machineman ..	403 0	433 0	(b) 288 6	..	..	440 0
Ragbreakerman ..	341 6	333 6	..	..	..	..
Other Adult ..	326 0	318 0	(b) 285 6	..	..	325 0
<i>Printing (Daily Newspapers)—</i>						
Compositor (Machine)						
Day Work ..	478 6	1465 6	442 6	441 0	1456 0	452 0
Night Work ..	513 6	1501 6	478 6	446 0	1489 0	477 0
Linotype Attendant—						
Day Work ..	384 0	378 6	371 0	372 0	1371 6	383 0
Night Work ..	419 0	1414 6	407 0	397 0	1404 6	408 0
Linotype Operator—						
Day Work ..	449 0	437 0	426 0	411 0	1456 0	422 0
Night Work ..	484 0	1473 0	462 0	436 0	1489 0	447 0
Machinist (First Hand)—						
Day Work ..	433 6	441 6	434 6	426 0	1433 0	437 0
Night Work ..	468 6	1477 6	470 6	451 0	1466 0	462 0
Publishing Hand—						
Day Work ..	384 0	378 6	371 0	356 0	1376 6	367 0
Night Work ..	419 0	1414 6	407 0	381 0	1409 6	382 0
Reader—						
Day Work ..	439 0	441 0	426 0	418 0	1432 6	429 0
Night Work ..	474 0	1477 0	462 0	443 0	1465 6	454 0
Readers' Assistant—						
Day Work ..	384 0	382 6	378 6	353 0	1385 6	364 0
Night Work ..	419 0	1418 6	414 6	378 0	1418 6	389 0
Stereotyper (First Class)—						
Day Work ..	436 0	1437 0	426 0	406 0	1428 6	417 0
Night Work ..	471 0	1473 0	462 0	431 0	1461 6	442 0
<i>Printing (Job Offices)—</i>						
Compositor ..	379/ to 408/	371/ to 400/	354/ to 383/	367/ to 396/	372/ to 401/	378/ to 407/
Electrotypewriter ..	379 0	371 0	354 0	367 0	372 0	378 0
General Hand ..	303 6	295 6	278 6	291 6	296 6	302 6
Linotype Operator ..	408 0	400 0	383 0	396 0	401 0	407 0
Machinist ..	379 0	371 0	354 0	367 0	372 0	378 0
Monotype Operator ..	408 0	400 0	383 0	396 0	401 0	407 0
Monotype Casting						
Machinist ..	379 0	371 0	354 0	367 0	372 0	378 0
Reader ..	388 6	380 6	363 6	376 6	381 6	387 6
Stereotyper ..	379 0	371 0	354 0	367 0	372 0	378 0

(a) Other than in newspaper offices.  
(1) 38 hours. (2) 36 hours.

(b) Paper board making.  
(3) 34 hours. (4) 39 hours.

SECTION VII.—*continued.*

## OTHER MANUFACTURING.

Industry and Occupation.	Sydney.	Melbourne.	Brisbane.	Adelaide.	Perth.	Hobart.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
<i>Brickmaking—</i>						
Burner .. ..	319/6 & 327/6	326 0	306 6	337 0	329 6	335 0
Driver Motor (5 tons)	341 0	345 6	336 0	341 6	337 6	337 0
Drawer .. ..	349 6	329/6 to 339/6	303 10	343 6	335 6	335 0
Labourer .. ..	316 0	315 0	295 8	321 0	315 0	331 6
Machineman .. ..	341 6	324 0	303 10	335 0	315 0	331 6
Panman .. ..	325/6 & 345/6	318/ & 322/6	303 10	344/6 & 348/6	315 0	331 6
Pitman .. ..	342 6	342/ & 348/	297 7	353 0	315 0	331 6
Setter .. ..	349 6	329/6 to 339/6	302 4	343 6	335 6	338/6 & 345/6
Wheeler .. ..	338 0	321 6	297 7	328 6	315 0	331 6
<i>Brushmaking—</i>						
Bass Broom Drawer ..	345 6	320 0	302 6	316 0	315 0	..
Finisher .. ..	345 6	320 0	302 6	316 0	315 0	..
Machinist—Boring ..	324 6	302 0	302 6	316 0	315 0	..
Paint Brush Maker ..	354 0	332 6	302 6	316 0	..	..
<i>Candle Making—</i>						
Acidifier .. ..	306 6	331 6	289 6	..	..	..
General Hand .. ..	303 0	300 6	287 0	296 6	302 6	..
Glycerine Hand .. ..	306 6	331 6	294 6	327 6	311 6	..
Moulder .. ..	315 3	314 0	294 6	310 0	305 6	..
Stillman .. ..	320 6	331 6	298 0	327 6	..	..
<i>Fellmongering—</i>						
Bate Hand .. ..	321 6	314 6	298 6	310 6	321 6	317 6
Green Hand .. ..	321 6	314 6	298 6	310 6	321/6 & 332/6	317 6
Limepit Man .. ..	321 6	314 6	298 6	310 6	321 6	317 6
Machinist .. ..	321/6 to 335/	314/6 to 328/	298/6 to 312/	310/6 to 324/	321/6 to 332/6	317/6 to 331/
Soakhole Man .. ..	327 0	320 0	304 0	316 0	332 6	323 0
Wool Sorter .. ..	371/6 & 401/6	364/6 & 394/6	348/6 & 378/6	360/6 & 390/6	335 6	367/6 & 397/6
<i>Gas Making and Supply—</i>						
Coke Trimmer .. ..	323 0	314 0	..	302 6	295 6	312 0
Gas Fitter .. ..	397 0	386 6	354 9	381 0	344 6	378 0
Labourer .. ..	313 0	309 6	286 0	297 0	285 6	307 6
Mainlayer .. ..	347 6	338 6	324 6	331 6	322 0	336 6
Metermaker .. ..	375 0	345 0	369 6	367/ to 386/	326/ to 339/6	378 0
Meter Tester .. ..	321/6 & 344/	325 0	323 6	328 6	329 0	343 0
Service Layer .. ..	357 0	338 6	317 0	331 6	322 0	336 6
Stoker .. ..	350 6	341/6 & 354/	311 0	334 6	326 0	339/6 & 352/
<i>Glassfounding—</i>						
Furnaceman .. ..	321 6	323/ & 328/	306/ & 311/	319/ & 324/	324/ & 329/	330/ & 335/
Labourer .. ..	301 6	300 0	283 0	296 0	301 0	307 0
Lehr Attendant .. ..	316 6	313 0	296 0	309 0	314 0	320 0
Sorter .. ..	316 6	308/ & 315/	291/ & 298/	304/ & 311/	309/ & 316/	315/ & 322/
<i>Glass Working and Glazing</i>						
Beveller .. ..	379 0	371 0	352 9	367 0	356 6	378 0
Cutter and Glazier ..	366 0	361 6	352 9	357 6	..	368 6
Lead Light Glazier ..	366 0	371 0	..	367 0	356 6	378 0
Silverer .. ..	379 0	371 0	352 9	367 0	356 6	378 0
<i>Jewellery, Clock and Watch Making—</i>						
Chainmaker .. ..	368 6	337 6	324 6	348 0	356 6	..
Engraver .. ..	388 0	343 0	324/6 & 337/	351 6	356 6	..
Mounter .. ..	336/6 to 388/	325/ to 365/	324/6 & 337/	360 6	356 6	..
Setter .. ..	368/6 to 388/	337/6 to 365/	..	360 6	356 6	..
Watch and Clock Maker and Repairer	395 6	353 0	357 0	358 6	362 6	329/ & 372/

SECTION VII.—*continued.*OTHER MANUFACTURING—*continued.*

Industry and Occupation.	Sydney.	Melbourne.	Brisbane.	Adelaide.	Perth.	Hobart.
	s. d.					
<i>Leather and Canvas Work—</i>						
Canvas Worker ..	334 0	326 0	309 0	322 0	295 6	333 0
Leather Worker ..	347 0	339 0	322 0	335 0	333 6	346 0
<i>Masonry—Marble and Stone—</i>						
Carver ..	394 4	409 3	359 8	442 0	377 6	..
Machinist—						
Carborundum ..	381 0	328/9 & 352/9	353 0	318/6 & 342/	306 6	..
Other ..	381 0	328/9 & 352/9	353 0	318/6 & 342/	306 6	..
Masons ..	381 0	379 3	353 0	368 0	377 6	386 0
<i>Potteries—General—</i>						
Burner—Head ..	321 0	316 6	314 4	308/ & 311/6	320 0	329 0
Hollow-ware Presser ..	336 9	307 0	306 6	298 6		342 0
Sanitary Presser ..	336 9	308 6	306 6	298 6	299/ & 315/6	342 0
Thrower—1st Class ..	339/9 & 343/	300/6 to 319/	318 0	322/ & 341/	..	345 0
<i>Potteries—Pipemaking—</i>						
Burner—Head ..	327 11	316 6	314 4	342 0	326 0	329 0
Drawer ..	329 6	304 6	..	323 0	316 0	..
Moulder ..	333 0	..	..	342 0	320 0	325 6
Mould Maker ..	..	319 0	306 6	..	316 0	..
Setter ..	329 6	312 6	302 4	333/6 & 342/	316 0	329 0
<i>Rubber Working—</i>						
Calendar Hand ..	345/6 & 358/	337/6 & 350/	322 0	341 6	..	..
Cycle Tyre Maker ..	311 0	303 0	299 6	..	306 6	334 0
Dough Mixer ..	311 0	303 0	284 6	285 6	..	..
Hosemaker ..	319/ to 332/6	311/ to 324/6	286 0	..	..	..
Mechanical Lathe Hand ..	319/ to 325/6	311/ to 317/6	286 0	301 0	..	..
Mill Hand ..	311/ to 332/6	303/ to 324/6	286 0	313 0	..	..
Spreader ..	319/ to 332/6	311/ to 324/6	286 0	..	..	..
Surgical, Packing, and other Makers ..	319/ to 337/6	311/ to 329/6	286 0	..	..	..
Tyre Moulder ..	311/ to 326/	303/ to 318/	299 6	..	306 6	334 0
<i>Sailmaking—</i>						
Sailmaker ..	349 6	341 6	324 6	337 6	..	348 6
<i>Soap Making—</i>						
General Hand Mixer ..	303 0	300 6	287 0	296 6	302 6	..
..	310/ to 315/3	307/ to 333/	303 3	303/ & 313/	311 6	..
Soap Maker ..	341 6	357 6	329 6	337 6	305 6	..
<i>Tanning and Currying—</i>						
Beamsman ..	346 6	338 6	321 6	334 6	339 6	345 6
Currier ..	378 6	370 6	353 6	366 6	371 6	377 6
Japanner or Enameller ..	345 6	337 6	320 6	333 6	338 6	344 6
Limejobber ..	343 6	335 6	318 6	331 6	336 6	342 6
Machinist—						
Fleshing ..	354 6	346 6	329 6	342 6	347 6	353 6
Scouring ..	332 0	324 0	307 0	320 0	325 0	331 0
Splitting ..	365/6 to 378/6	357/6 to 370/6	340/6 to 353/6	353/6 to 366/6	358/6 to 371/6	364/6 to 377/6
Unhairing ..	346 6	338 6	321 6	334 6	339 6	345 6
Roller and Striker ..	344/6 & 347/6	336/6 & 339/6	319/6 & 322/6	332/6 & 335/6	337/6 & 340/6	343/6 & 346/6
Tableman ..	338/6 to 347/6	330/6 to 339/6	313/6 to 322/6	326/6 to 335/6	331/6 to 340/6	337/6 to 346/6
<i>Tent and Tarpaulin Making—</i>						
Tenter ..	334 0	326 0	309 0	322 0	..	333 0
Machinist ..	334 0	326 0	309 0	322 0	295 6	333 0
Sewer—Hand ..	334 0	326 0	309 0	322 0	295 6	333 0
Tent Maker ..	334 0	326 0	309 0	322 0	295 6	333 0

SECTION VII.—*continued.*

## BUILDING AND CONSTRUCTION.

Industry and Occupation.	Sydney.	Melbourne.	Brisbane.	Adelaide.	Perth.	Hobart.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
<i>Building(a)—</i>						
Bricklayer—						
Sewer or Tunnel ..	426 8	450 0	369 3	417 6	424 10	424 2
Surface ..	406 8	434 2	361 9	407 6	411 6	424 2
Builders' Labourer ..	340 0	364 2	320 9	327 6	321 1	337 6
Carpenter ..	413 4	438 4	365 9	411 8	414 6	427 6
Lather ..	413 4	438 4	365 9	411 8	413 0	424 2
Metal Ceiler ..	413 4	438 4	365 9	411 8	414 6	427 6
Mason ..	381 0	454 6	353 0	407 6	409 6	424 2
Painter, Paperhanger ..	401 8	431 8	361 9	373 4	410 9	424 2
Signwriter ..	416 8	431 8	363 3	373 4	410 9	424 2
Plasterer—						
Sewer or Tunnel ..	431 8	410 10	370 3	420 0	426 4	424 2
Surface ..	411 8	434 2	362 9	410 0	413 0	424 2
Plumber, Gasfitter ..	418 11	450 2	362 9	375 0	414 0	402 0
Slater ..	391 5	392 6	361 9	367 0	362 6	..
Tiler (Roof) ..	391 5	392 6	361 9	367 0	362 6	..
Tuckpointer ..	406 8	434 2	361 9	407 6	411 6	424 2
<i>Municipal—</i>						
Bitumen Sprayer ..	351 6	317 0	299 6	313 0	316 6	333 0
Labourer ..	342 0	316 0	289 6	280 0	296 6	312 6
Motor Grader ..	380 0	384 0	341 0	367 0	347 0	376 6
<i>Water Supply and Sewerage—</i>						
Concrete Worker ..	340/2 to 372/2	323/6 & 335/	296/10 to 316/4	294/ & 300/6	296/6 to 311/6	320/6 & 329/6
Labourer ..	331/11 to 356/2	316 0	289/6 to 329/5	271 0	289 0	312 6
Miner—Sewer ..	1375/10 to 400/3	331/6 & 339/	318/ & 323/	304 0	306/ to 330/3	320/6 & 338/6
Pipe-jointer and Setter ..	355/5 to 356/2	339 0	297 6	300/6 to 313/	311/6 to 326/6	334 6

(a) The rates shown for Sydney, Melbourne, Adelaide and Hobart are weekly equivalents of hourly rates. They include allowances for sick leave, statutory holidays, following the job, etc.

## RAILWAY SERVICES.

Occupation.	Sydney.	Melbourne.	Brisbane.	Adelaide.	Perth.	Hobart.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
<i>Engine Driver (Loco.)—</i>						
Railmotor ..	378/ to 426/	371/ to 419/	402 0	366/ to 414/	377/6 to 454/6	381/ to 429/
Steam, Diesel Electric or Electric ..	435/6 & 455/	428/6 & 448/	402 0	423/6 & 443/	377/6 to 454/6	438/6 & 458/
Express, Mail or Passenger ..	474 0	467 0	402 0	462 0	473 6	477 0
Shunting Engine ..	378/ & 397/	361/6 & 373/	355/11 & 363/7	356/6 & 368/	368/ & 379/6	371/6 & 383/
<i>Fireman—</i>						
Ordinary ..	330/ & 349/	323/ & 342/	332 0	318/ & 337/	312/ to 358/6	333/ & 352/
Express, Mail or Passenger ..	359 0	352 0	332 0	347 0	358 6	362 0
Shunting Engine ..	312/6 to 325/	298/6 to 318/	325 10	293/6 to 313/	305/ to 324/6	308/6 to 328/
<i>Guard—</i>						
1st Class ..	359/ to 382/	394 0	366 3	389 0	381 6	356/6 to 385/
2nd Class ..	351 0	346/6 to 375/	359 4	356/6 & 370/6	370 0	..
3rd Class, etc. ..	..	..	347 6	335/6 & 347/	347/ & 358/6	..
Porter ..	304/ to 311/6	303/ to 323/	310/4 & 314/3	292/ to 322/6	299/6 to 324/6	312/6 to 362/
<i>Shunter—</i>						
Head ..	426/ to 458/6	..	358/3 to 374/1	..	358/6 to 374/6	..
Leading ..	372/ to 405/6	365/ to 414/	329 1	360/ & 369/	..	373/ & 381/
Ordinary ..	324/ to 351/	317/ to 344/	326 1	347 0	324/6 & 332/6	327/ to 354/

(1) 35 to 40 hours.

(2) 76 hours per fortnight.

SECTION VII.—*continued.*

#### RAILWAY SERVICES—*continued*

Occupation.	Sydney.	Melbourne.	Brisbane.	Adelaide.	Perth.	Hobart.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Signalman—						
Special	.. ..	1445 0	1424 0	356/10 &	389/ &	394 0
				369/8	408/	..
1st Class	.. ..	1431 0	1390 0	351 10	370 0	358 6
2nd Class	.. ..	412 0	368 6	343 0	350 6	343 0
3rd Class	.. ..	397 0	352 0	336 0	331 6	324 6
4th Class	.. ..	375 6	336 6	330 3	322 6	307 0

(1) 76 hours per fortnight.

## ROAD AND AIR TRANSPORT.

Industry and Occupation.	Sydney.	Melbourne.	Brisbane.	Adelaide.	Perth.	Hobart.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
<i>Air Transport—</i>						
Aircraft Electrician ..	379 0	371 0	354 0	367 0	372 0	378 0
Ground Engineer ..	401 0	393 0	376 0	389 0	394 0	400 0
Loader, Porter ..	317 6	309 6	292 6	305 6	310 6	316 6
Tradesman's Assistant	312 6	304 6	287 6	300 6	305 6	311 6
<i>Tramways (Electric)—</i>						
Car Washer or Cleaner	312 6	304 6	287 7	296/6 & 299/6	289 6	316 6
<i>Conductor—</i>						
1st Year ..	315 0	304 6	297/ & 301/6	300 0	304/ & 319/	316 6
2nd Year ..	334 0	323 0	301/6 & 306/	319 0	319 0	335 0
3rd Year, etc. ..	334 0	323 0	306 0	319 0	319 0	335 0
Labourer ..	312 6	298 0	289 6	296/6 & 299/6	281 6	316 6
Track Repairer ..	312/6 & 329/	308 6	289/6 to 307/2	300/6 & 303/6	304 0	320 6
Tram Driver ..	350 0	332 6	303/ to 312/	328 6	326 6	344 6
<i>Overhead Linesman—</i>						
Leading ..	411 0	367/6 to 406/	389 6	363 6	347/ to 384/	402 0
Other ..	382 0	348 6	369 6	344 6	339 0	383 0
Pitman ..	350 0	337 6	308/ to 327/6	322/ to 331/6	319 0	349 6
Signalman ..	360/ & 369/6	332/6 & 345/6	310/ & 314/6	..	..	..
Track Cleaner ..	312 6	308 6	290 0	296/6 & 299/6	281 6	316 6
<i>Carrying—Merchandise—</i>						
<i>Driver of Motor Vehicle—</i>						
25 cwt. or less ..	(a) 331 0	321 0	313 0	317 0	317 6	328 0
Over 25 cwt. to 3 tons ..	(b) 341/ & 351/	333 0	324 6	329 0	327 6	340 0
Over 3 tons but under 6 tons ..	356/ to 366/	345 6	336 0	341 6	337 6	352 6
Motor Driver's Assistant ..	331 0	293 0	291 0	289 0	295 6	300 0
Loader ..	353 0	309 6	302 6	305 6	295 6	316 6
Sanitary Carter (3 tons)	437 0	357 0	361 6	353 0	391 6	364 0

(a) 20 cwt. or less.

(b) Over 20 cwt. to 3 tons

## COMMUNICATION

## SECTION VII.—*continued.*

## SHIPPING AND STEVEDORING.

(a) Rates of wage quoted are for casuals on other than special cargo. (b) Rates of wage quoted are in addition to victualling and accommodation, valued at £10 a month. (c) Not more than 8 hours a day. (d) Not more than 8 hours a day within a spread of 15 consecutive hours when at sea, between 7 a.m. and 5 p.m. in terminal ports and between 6 a.m. and 5 p.m. in intermediate ports. (e) Minimum rates under the Commonwealth Award are classified according to nominal horsepower of vessels. (f) Ordinary lengths of duty in a day at sea or in port or partly at sea and partly in port shall be 8 hours. (g) Minimum rates under the Commonwealth Award are classified for interstate vessels and for vessels within a State according to tonnage; the lowest and highest classes for interstate passenger and cargo vessels are given here.

SECTION VII.—*continued.*

## WHOLESALE AND RETAIL TRADE.

Industry and Occupation.	Sydney.	Melbourne.	Brisbane.	Adelaide.	Perth.	Hobart.
<i>Shop and other Assistants—</i>	<i>s. d.</i>	<i>s. d.</i>				
Boot Salesman ..	341 0	331 0	322 9	331 2	323 0	332 0
Chemist's Assistant ..	409 0	402 3	377 0	363 0	305/10 & 316/9	410 0
Drapery Salesman ..	341 0	331 0	322 9	331 2	323 0	332 0
Furniture Salesman ..	341 0	335 0	322 9	331 2	323 0	346 0
Grocery Salesman ..	341 0	331 0	322 9	326 2	323 0	347 0
Hardware Salesman ..	341 0	331 0	322 9	331 2	323 0	347 0
Railway Bookstall Assistant ..	341 0	317 9	322 9	331 2	323 0	347 0
Tobacconist's Asst. ..	341 0	331 0	322 9	325 1	323 0	312 0
<i>Storemen — Packing, Cleaning, etc.—</i>						
Night Watchman ..	309 0	295 0	292 0	300 3	325 6	
Office Cleaner (Day) ..	312/ & 316/	295 0	292 0	271 0	306 6	312 6
Packer—General ..	319/ & 323/	318 6	304 0	307 0	318 0	328 0
Storeman—General ..	319/ & 323/	318 6	304 0	307 0	318 0	328 0
<i>Wholesale Grocery—</i>						
Packer ..	319 0	318/ & 321/6	304 0	307 0	318 0	328 0
Storeman ..	315 0	318/ & 321/6	304 0	307 0	318 0	328 0
<i>Wholesale Hardware—</i>						
Packer ..	319/ & 323/	318 6	304 0	307 0	318 0	328 0
Storeman ..	315/ & 319/	318 6	304 0	307 0	318 0	328 0

## PUBLIC ADMINISTRATION AND PROFESSIONAL SERVICES.

Industry and Occupation.	Sydney.	Melbourne.	Brisbane.	Adelaide.	Perth.	Hobart.
<i>Clerical—</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Clerical Assistant(a) ..	345/1 to 423/3	345/1 to 423/3	345/1 to 423/3	345/1 to 423/3	345/1 to 423/3	345/1 to 423/3
Clerk ..	333 0	339 0	317 0	317/ & 323/	341 6	348 0
<i>Fire Brigades—</i>						
Fireman ..	334/ to 379/	349/1 to 402/6	323/ to 355/	1331/3 to 377/9	1399/6 to 433/6	1348/ to 389/
<i>Hospitals—</i>						
Medical Orderly ..	310 6	312 0	297 6	296 6	307 0	301 6
Porter ..	315 0	315 0	292 6	296 6	307 0	301 6
Wardsman ..	324 0	312 0	292 6	296 6	313 0	301 6

(a) Commonwealth Public Service.

(1) 56 hours weekly.

SECTION VII.—*continued.*

## AMUSEMENT, HOTELS, PERSONAL SERVICE, ETC.

NOTE.—The rates of wage specified for employees in hotels and restaurants represent the weekly cash payment where board and lodging are *not* provided.

Industry and Occupation.	Sydney.	Melbourne.	Brisbane.	Adelaide.	Perth.	Hobart.
	s. d.	s. d.				
<i>Hairdressing—</i>						
Hairdresser (Men's) ..	339/ to 349/	340 0	321/6 & 329/6	348 6	331 6	329 0
<i>Hotels—</i>						
Barman ..	334 0	326 0	273 0	313 6	331 6	331 0
Billiard Marker ..	308 6	300 6	281 0	276 0	296 6	305 6
Chef ..	335/6 to 430/	327/6 to 422/	305/ & 311/	333/6 to 396/	331/6 to 341/6	332/6 to 427/
Cook—Second ..	321/6 to 374/	313/6 to 366/	296 0	305/ to 321/	316/6 to 321/6	318/6 to 371/
Cook—Third ..	321 6	313 6	296 0	301 0	311 6	318 6
Handyman ..	308 6	300 6	281 0	274 6	296 6	305 6
Kitchenman ..	308 6	300 6	283 6	276 0	296 6	305 6
Lift Attendant ..	308 6	300 6	295 6	310 0	296 6	305 6
Porter—Day Work ..	308 6	300 6	281 0	278 0	301 6	305 6
Porter—Night Work ..	308 6	300 6	288 0	278 0	316 6	305 6
Waiter—Head ..	334 0	326 0	286 0	296/ & 303/6	..	331 0
Waiter—Other ..	308 6	300 6	281 0	285 0	301 6	305 6
<i>Restaurants—</i>						
Cook (Single) ..	347 0	313 0	310 6	306 3	306 6	312 0
Pantryman ..	312 0	295 0	286 6	275 6	286 6	295 6
Waiter ..	317 0	295 0	286 6	288 6	291 6	292 0
<i>Theatres—</i>						
Electrician ..	390 0	390 0	377 9	390 0	390 0	390 0
Projectionist ..	460/6 & 499/6	460/6 & 499/6	437 4	460/6 & 499/6	460/6 & 499/6	460/6 & 499/6
Stage Door Keeper ..	307 3	307 3	299 6	307 3	307 3	307 3
Usher, Ticket Taker ..	318 0	318 0	296 0	318 0	318 0	318 0

## SECTION VIII.

MINIMUM RATES OF WAGE FOR ADULT FEMALE WORKERS IN THE MAIN OCCUPATIONS IN THE CAPITAL CITY OF EACH STATE FOR A FULL WEEK'S WORK (EXCLUDING OVERTIME) AT 31st DECEMBER, 1959.

(See Explanatory Note at top of page 167.)

NOTE.—Except where otherwise specified, the hours of work (constituting a full week's work) for occupations shown hereunder are 40 a week.

## ENGINEERING, METAL WORKS, ETC

Industry and Occupation.	Sydney.	Melbourne.	Brisbane.	Adelaide.	Perth.	Hobart.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
<i>Metal Trades—</i>						
Inspector .. ..	232 6	226 6	214 0	223 6		232 0
Machinist .. ..	232 6	226 6	214 0	223 6		232 0
Packer or Despatcher .. ..	232 6	226 6	214 0	223 6		232 0
Press Operator (Light) .. ..	232 6	226 6	214 0	223 6		232 0
Process Worker .. ..	232 6	226 6	214 0	223 6		232 0
<i>Vehicles—</i>						
Assembler, Cushion & Squab Spring .. ..	248 0	242 0	229 6	239 0	.. ..	247 6
Panel Driller .. ..	232 6	226 6	214 0	223 6	.. ..	232 0

## TEXTILES, CLOTHING AND FOOTWEAR

SECTION VIII.—*continued.*

## FOOD, DRINK AND TOBACCO.

Industry and Occupation.	Sydney.	Melbourne.	Brisbane.	Adelaide.	Perth.	Hobart.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
<i>Biscuit Making—</i>						
Adult Female ..	231 0	226 0	210 7	237 9	194 0	211 6
<i>Confectionery—</i>						
Adult Female ..	229 0	224 0	205 6	237 9	190 6	229 6
<i>Jam Making and Preserving—</i>						
Filler ..	239 9	239 9	217 10	239 9	194 7	239 9
Other Adults ..	231 6	231 6	217 10	231 6		231 6
<i>Tea Packing—</i>						
Head Woman ..	..	243 9	225/1 to 241/1	..	..	..
Other Adults ..	224 0	224 0	220 1	223 6	190 6	..
<i>Tobacco Working (Cigars)—</i>						
Ringer ..	220 0	206 0	190/ to 205/6	..	190 6	..
Wrapper Leaf Stripper	213/9 & 223/10	213 6	190/ to 205/6	..		..

## OTHER MANUFACTURING.

Industry and Occupation.	Sydney.	Melbourne.	Brisbane.	Adelaide.	Perth.	Hobart.
	s. d.					
<i>Bedding and Furniture—</i>						
Bedding Machinist ..	230 6	231 6	204 2	228 6	195 7	237 0
Picture Frame Worker	248/6 & 333/	215 6	239/7 & 294/3	212 6	195 7	221 0
<i>Bookbinding—</i>						
Folder and Sewer ..	242 6	236 6	224 0	233 6	237 6	242 0
<i>Brushmaking—</i>						
Adult Female ..	239/ & 249/	212/ & 214/6	188 6	214/9 to 221/9	188 0	..
<i>Candle and Soap Making—</i>						
Adult Female ..	229 0	224 3	215 3	221 3	187 6	..
<i>Cardboard Box Making—</i>						
Box Maker ..	236/6 to 248/6	230/6 to 242/6	218/ to 230/	227/6 to 239/6	231/6 to 243/6	236/ to 248/
Other Adults ..	228 0	222 0	209 6	219 0	223 0	227 6
<i>Jewellery—</i>						
Chainmaker ..	368 6	222 0	227 0	260 3	..	..
Gilder ..	245 0		212 0		..	..
Polisher ..	245 0		212 0	244 0	..	..
Scratch Brusher ..	245 0		212 0		..	..
<i>Leather Goods—</i>						
Adult Female ..	237 6	231 6	219 0	228 6	199 0	237 0
<i>Paper Bag Making—</i>						
Adult Female ..	228/ to 240/	222/ to 234/	209/6 to 221/6	219/ to 231/	223/ to 235/	227/6 to 239/6
<i>Paper Making—</i>						
Adult Female ..	233 6	227 6	(a) 196 0	..	..	233 0
<i>Potteries—</i>						
Adult Female ..	235 0	209 6	201 0	217 1	183 0	..
<i>Printing—</i>						
Jobbing Office Assistant ..	242 6	236 6	224 0	233 6	237 6	242 0
Lithographic Feeder ..	242 6	236 6	224 0	233 6	237 6	242 0
<i>Rubber Working—</i>						
Adult Female ..	222 0	216 0	203 6	229 0	217 0	..
<i>Tent and Tarpaulin Making—</i>						
Machinist ..	237 6	231 6	219 0	228 6	188 0	237 0

(a) Paper board making.

SECTION VIII.—*continued.*

## TRANSPORT AND COMMUNICATION.

Industry and Occupation.	Sydney.	Melbourne.	Brisbane.	Adelaide.	Perth.	Hobart.
<i>Railway Refreshment Rooms—</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Cook ..	250/6 to 267/	220/6 to 247/	253 1	230/ to 249/	213 0	..
Counter hand ..	244 0	216 6	216 9	222 6	194 6	..
Pantrymaid ..	243 0	216 6	216 9	222 6	194 6	..
Waitress ..	247 6	216 6	216 9	222 6	194 6	..
<i>Tramways—</i>						
Conductress ..	334 0	323 0	306 0	..	..	..
<i>Air Transport—</i>						
Airline Hostess ..	280/ to 325/	280/ to 325/	280/ to 325/	280/ to 325/	280/ to 325/	280/ to 325/
<i>Communications—</i>						
Monitor ..	325 1	325 1	325 1	325 1	325 1	325 1
Phonogram Operator ..	281 0	281 0	281 0	281 0	281 0	281 0
Telephonist ..	281 0	281 0	281 0	281 0	281 0	281 0

## WHOLESALE AND RETAIL TRADE.

Industry and Occupation.	Sydney.	Melbourne.	Brisbane.	Adelaide.	Perth.	Hobart.
<i>Shop Assistants—</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Boots and Shoes ..	268/6 & 341/	235 3	223 6	248 2		227/ & 298/10
Drapery ..	268/6 & 341/	235/3 & 331/	223/6 & 322/9	248/2 & 331/2		227/ & 298/10
Fruit and Confectionery ..	261 0	231 3	223 6	244 4		221 6
Grocers ..	268/6 & 341/	331 0	322 9	244/4 & 326/1	213 0	231 6
Newsagents and Book- stalls ..	261 0	217/6 & 224/	223 6	248 2		231 6

## PUBLIC ADMINISTRATION AND PROFESSIONAL SERVICES.

Industry and Occupation.	Sydney.	Melbourne.	Brisbane.	Adelaide.	Perth.	Hobart.
<i>Clerical—</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Accounting Machine Operator ..	281/ to 349/3	281/ to 349/3	281/ to 349/3	281/ to 349/3	281/ to 349/3	281/ to 349/3
Clerical Assistant ..	276/ to 354/3	276/ to 354/3	276/ to 354/3	276/ to 354/3	276/ to 354/3	276/ to 354/3
Clerk ..	263 0	248 6	232 0	237 6	225 0	240 6
Stenographer ..	270 6	254 3	232 0	247 6	231 0	240 6
Typist ..	281/ to 315/2	281/ to 315/2	281/ to 315/2	281/ to 315/2	281/ to 315/2	281/ to 315/2
<i>Hospitals—</i>						
Cook ..	258/6 & 268/6	244/6 to 261/9	249 3	238/9 to 249/9	228/ to 273/	241/6 to 282/
Hospital Assistant ..	251 6	251 6	251 6	251 6	251 6	251 6
Kitchenmaid ..	236 6	234 0	217 6	221 6	203 0	226 6
Laundry Assistant ..	251 6	251 6	251 6	251 6	251 6	251 6
Seamstress ..	236 6	228 9	217 6	227 6	206 0	240 0
Wardsmaid ..	236 6	230 3	217 6	221 6	203 0	226 6
Washing Machine Hand ..	236 6	243 9	217 6	230 6	202 0	239 6

SECTION VIII.—*continued.*

## AMUSEMENT, HOTELS, PERSONAL SERVICE, ETC.

NOTE.—The rates of wage mentioned herein for employees in hotels and restaurants represent the weekly cash payment where board and lodging are *not* provided.

Industry and Occupation.	Sydney.	Melbourne.	Brisbane.	Adelaide.	Perth.	Hobart.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
<i>Hotels—</i>						
Barmaid ..	263 0	326 0	218 0	219 ..	331 6	261 0
Housemaid ..	234 0	228 0	198 6	219 6	216 0	233 6
Laundress ..	235 0	229 0	204 6	226 0	216 0	234 6
Waitress—Head ..	242 6	236 6	203 6	224 6	216 ..	242 0
“ Other ..	234 0	228 0	198 6	219 6	216 0	233 6
<i>Laundries—</i>						
General Hand ..	226 3	207 6		233 6		212 0
Machinist—Shirt and Collar ..	230 6	214 6		242 6		212 0
Sorter ..	230 6	207 6		242 6		212 0
Starcher ..	226 3	214 6		237 6		212 0
Washer ..	226 3	214/6 & 266/6		237/6 & 281/6		223/6 & 233/
<i>Office Cleaning (Day)—</i>						
Adult Female ..	242/ & 244/	278 6	212 6	203 0	208 0	..
<i>Restaurants—</i>						
Pantry Maid ..	236 6	221 0		221 6	200 6	225 0
Waitress ..	236 6	221 0	199 0	223 6	203 0	221 6
<i>Theatres—</i>						
Female Ushers, Ticket Takers, etc. ..	239/3 & 245/	239/3 & 245/	212 9	239/3 & 245/	239/3 & 245/	239/3 & 245/
Ticket Sellers(a) ..	245/ & 250/9	245/ & 250/9	222 9	245/ & 250/9	245/ & 250/9	245/ & 250/9

(a) 36 hours weekly.

## SECTION IX.

## WEEKLY RATES OF WAGE AND HOURS OF WORK: AUSTRALIA, THE UNITED KINGDOM AND NEW ZEALAND.

(Wages are quoted in the currency of the country concerned.)

Industry and Occupation.	AUSTRALIA (SYDNEY).				UNITED KINGDOM (LONDON).				NEW ZEALAND (AUCKLAND).			
	31st December, 1938.		31st December, 1959.		31st December, 1938.		31st December, 1959.		31st December, 1938.		31st December, 1959.	
	Rates of Wage.	No. of Hours.	Rates of Wage.	No. of Hours.	Rates of Wage.	No. of Hours.	Rates of Wage.	No. of Hours.	Rates of Wage.	No. of Hours.	Rates of Wage.	No. of Hours.
<i>Engineering and Metal Working</i> —			<i>s. d.</i>		<i>s. d.</i>		<i>s. d.</i>		<i>s. d.</i>		<i>s. d.</i>	
Fitter and Turner .. .	108 0 and 112 0	44	379 0	40	70 11	47	191 3½	44	110 0	40	273 11	40
Patternmaker .. .	120 0	44	408 0	40	71 3	47	..	..	110 0	40	273 11	40
Moulder (Iron) .. .	90 0 to 111 0	44	319 0 to 379 0	40	70 11	44	199 11½	44	110 0	40	269 8	40
Tinsmith .. . .	101 6	44	347 0 and 379 0	40	..	..	..	..	110 0	40	272 3	40
<i>Bootmaking (Manufacturing)</i> —												
Bootmaker .. . .	104 0	44	346 6	40	51 6 to 58 0	45	170 0	45	91 8	40	260 5	40
<i>Tailoring (Ready-made)</i> —												
Cutter .. . .	101 0	44	371 0	40	..	..	..	..	102 6	40	257 4	40
Presser (Coat) .. . .	98 0	44	350 6	40	..	..	..	..	92 6	40	250 1	40
Trimmer .. . .	98 0	44	350 6	40	..	..	..	..	92 6	40	257 4	40
<i>Milling (Flour)</i> —												
Miller (shift) .. .	97 0 to 107 6	44	370 0 to 418 0	40	71 0 and 73 0	42	235 6	40	(a) 99 4	40	(b) 283 5	40
Packerman .. . .	85 0	44	338 6	40	..	..	..	..	95 4	40	250 4	40

(a) Kilnman.

(b) Rollerman.

SECTION IX.—*continued.*WEEKLY RATES OF WAGE AND HOURS OF WORK: AUSTRALIA, THE UNITED KINGDOM AND NEW ZEALAND—*continued.*

Industry and Occupation.	AUSTRALIA (SYDNEY).				UNITED KINGDOM (LONDON).				NEW ZEALAND (AUCKLAND).			
	31st December, 1938.		31st December, 1959.		31st December, 1938.		31st December, 1959.		31st December, 1938.		31st December, 1959.	
	Rates of Wage.	No. of Hours.	Rates of Wage.	No. of Hours.	Rates of Wage.	No. of Hours.	Rates of Wage.	No. of Hours.	Rates of Wage.	No. of Hours.	Rates of Wage.	No. of Hours.
	s. d.		s. d.		s. d.		s. d.		s. d.		s. d.	
<i>Furniture</i> —												
Cabinet Maker .. ..	107 0	44	351 0	40	82 3	47	214 6	44	110 0	40	270 0	40
Upholsterer .. ..	107 0	44	351 0	40	82 3	47			110 0	40	..	..
French Polisher .. ..	107 0	44	351 0	40	82 3	47			110 0	40	..	..
<i>Sawmilling</i> —												
Machinist, Planing .. ..	91 0 and 100 0	44	338 0 and 376 6	40	..	..	..	..	103 4	40	272 10	40
Machinist, Shaping .. ..	105 0	44	376 6	40	..	..	..	..	103 4	40	272 10	40
Sawyer, Band or Jig .. ..	95 0 to 108 0	44	337 6 and 379 0	40	..	..	..	..	96 8	40	257 4	40
Sawyer, Circular .. ..	95 0 to 102 0	44	340 6 to 369 0	40	..	..	..	..	112 6	40	284 3	40
<i>Bookbinding</i> —												
Bookbinder .. ..	108 0	44	379 0	40	80 0	45	242 0	42	107 6	40	272 10	40
Paper Ruler .. ..	108 0	44	379 0	40	80 0	45	242 0	42	107 6	40	..	..
<i>Printing (Daily Newspaper)</i> —												
Compositor (Day Work) ..	131 0	44	439 0	40	89 0	45	..	..	107 6	40	272 10	40
Reader (Day Work) ..	139 6	44	404 0	40	..	..	..	..	112 6	40	309 11	40
<i>Printing (Jobbing Offices)</i> —												
Compositor .. ..	108 0 and 117 0	44	379 0 to 408 0	40	89 0	45	242 0	42	107 6	40	272 10	40
Linotype Operator (Day Work) ..	117 0	44	408 0	40	..	..	..	..	115 0	40	283 2	40

SECTION IX.—*continued.*WEEKLY RATES OF WAGE AND HOURS OF WORK: AUSTRALIA, THE UNITED KINGDOM AND NEW ZEALAND—*continued.*

Industry and Occupation.	AUSTRALIA (SYDNEY).				UNITED KINGDOM (LONDON).				NEW ZEALAND (AUCKLAND).			
	31st December, 1938.		31st December, 1959.		31st December, 1938.		31st December, 1959.		31st December, 1938.		31st December, 1959.	
	Rates of Wage.	No. of Hours.	Rates of Wage.	No. of Hours.	Rates of Wage.	No. of Hours.	Rates of Wage.	No. of Hours.	Rates of Wage.	No. of Hours.	Rates of Wage.	No. of Hours.
<i>Building</i> —												
Bricklayer .. .. ..	121 0	44	406 8	40	77 0	44	212 8 and 214 6	44	115 0	40	265 7	40
Carpenter .. .. ..	121 0	44	413 4	40	77 0	44	212 8 and 214 6	44	112 6	40	273 4	40
Labourer—Carpenter's ..	87 0	44			57 9	44	188 10 (a) (a) (a)	44	93 4	40		
Concrete Worker ..	87 0	44	340 0	40			190 8	44	93 4	40	241 10	40
Earth Excavator ..	87 0	44										
Painter .. .. ..	114 4	44	401 8	40	73 4	44	212 8	44	110 0	40	263 9	40
Paperhanger .. .. ..	114 4	44	401 8	40	77 0	44	214 6	44	110 0	40	263 9	40
Plasterer .. .. ..	121 0	44	411 8	40	77 0	44			115 0	40	274 9	40
Plumber .. .. ..	125 0	44	418 11	40	77 0	44			110 0	40	271 10	40
<i>Tramways</i> —												
Conductor—												
1st year .. .. ..	87 0	44	315 0	40	73 0	48	188 0		95 10	40	248 0	40
2nd year .. .. ..	90 0	44	334 0	40	82 0		198 0		100 0	40	253 2	40
3rd year, etc. .. .. ..	93 0	44	334 0	40			198 0	44			253 2	40
Motorman—												
1st year .. .. ..	99 0	44			73 0	48	190 0		100 0	40	262 6	40
2nd year .. .. ..	99 0	44	350 0	40	82 0		202 0		103			
3rd year, etc. .. .. ..	99 0	44					202 0					
<i>Carrying (Merchandise)</i> —												
Motor Waggon Driver (2-4 tons)	92 0	44	341 0 and 351 0	40	60 0 and 61 0	48	173 0	44	93 0	40	243 1	40
<i>Municipal</i> —Labourer .. ..	94 6	44	342 0	40	58 8 to 64 6	47	184 2	44	90 0	40	255 10	40

(a) Not available.

## SECTION X.

## COMMONWEALTH CONCILIATION AND ARBITRATION COMMISSION.

## BASIC WAGE INQUIRY, 1960.

On 16th February, 1960, the Commonwealth Conciliation and Arbitration Commission, constituted in Presidential Session by Kirby *C.J.* (President), Ashburner and Moore *J.J.* (Deputy Presidents), commenced hearing an application by respondent unions for variation of the Metal Trades Award, firstly, by increasing the amounts of basic wage prescribed therein to the figure each would have reached had the quarterly adjustment system based on the "C" Series retail price index numbers been retained, plus a further amount of 17s., representing the unions' minimum estimate of the increase in productivity which had occurred since the automatic adjustment system was abolished and secondly, by restoring the system of automatic quarterly adjustments.

In the judgment delivered on 12th April, 1960, the Commission unanimously refused the unions' application. Some very brief extracts from the reasons for judgment are given in the following paragraphs:—

*Application for Restoration of Quarterly Adjustments:—*The Commission stated "We must decide the question of automatic quarterly adjustments in the light of existing situations and practices . . . . The Commission is considering a situation in which in practice the basic wage is each year re-assessed. The alternatives which emerge from the submissions in these proceedings are either the fixation of a basic wage for an undefined period, the money amounts of the wage being automatically adjustable by movements in a price index, or the fixation of a basic wage each year. In our view, bearing in mind the interest of employees, employers and the public generally, the second alternative is preferable, and the Commission should continue to fix that basic wage which it considers to be just and reasonable knowing that the amount which it fixes will be the basic wage for the ensuing twelve months and will then be reviewed".

*Application to Increase the Basic Wage:—*The Commission referred to the somewhat unusual circumstances in which an increase in the basic wage was being considered and said "Thus when the Commission as now constituted faces its present task of deciding whether the basic wage should be again increased it has to do so in the setting that less than a year ago the basic wage was increased by 15s. and margins generally were increased by an amount making them 28 per cent. greater than 1954 margins. That has been the general result of the application of the 1959 Metal Trades decision and it is that result with which this Commission is now concerned."

"We accept the submission made by the private employers and by the Commonwealth Government that we should not award an increase in the basic wage, bearing in mind that employees under federal awards have in the past twelve months received substantial increases in both basic and secondary wages. It is our view that at the present time, before the effects of these previous wage increases have been reflected in the economy, we cannot find that its capacity is such that a further basic wage increase can be awarded.

We consider that it would be unsafe and perhaps dangerous to increase the basic wage at this point of time. We have formed this opinion with a full sense of the obligation which this Commission has to fix the basic wage from time to time at the highest amount that the economy can sustain so that the wage and salary earner may obtain his proper share of goods and services. On the other hand we are mindful of the danger to the whole community, including the wage and salary earner, of the basic wage being fixed at an amount which might increase inflation and upset the stability of the economy".

## SECTION XI.

## COMMONWEALTH BASIC WAGE RATES—1923 TO 1959.

The following table shows the basic weekly wage rates prescribed for adult males under periodical decisions of the Commonwealth Court of Conciliation and Arbitration and the Commonwealth Conciliation and Arbitration Commission, including automatic variations made prior to 12th September, 1953 in accordance with quarterly changes in the retail price index for the city or combination of cities shown at the head of the table. On that date the Court announced its decision to discontinue the system of automatic adjustment of the basic wage in accordance with variations occurring in retail price index numbers. The amount *legally* payable in any specific instance must be determined by reference to the appropriate award.

- (1) The rates of wage shown include "Powers 3s." (or the equivalent thereof) and "Prosperity" loadings, where applicable.
- (2) The 10 per cent. reduction operative from February, 1931, to May, 1934, has been applied.
- (3) Generally the rates operated from the beginning of the first pay-period commencing in the month indicated.

Date Operative.	Sydney.	Mel-bourne.	Brisbane.	Adelaide.	Perth.	Hobart.	Six Capitals.
1923—							
February ..	82 6	82 0	73 0	78 0	73 6	81 6	80 6
May ..	..	81 6	73 6	79 6	74 0	83 0	..
August ..	86 6	87 6	75 0	84 0	79 6	87 6	85 0
November ..	89 0	91 6	76 0	85 6	78 0	89 0	87 6
1924—							
February ..	87 0	87 6	77 6	84 0	76 0	89 6	85 0
May ..	86 0	85 6	77 0	..	78 0	..	84 6
August ..	85 6	85 0	75 0	85 6	78 6	88 6	84 0
November ..	84 6	84 6	..	84 0	79 0	88 0	83 0
1925—							
February ..	85 0	84 0	74 0	83 6	79 6	87 0	83 6
May ..	86 0	85 6	75 0	85 0	81 0	..	84 6
August ..	87 0	87 0	76 6	87 6	82 6	..	85 6
November ..	88 0	87 6	77 0	86 0	81 0	85 6	86 0
1926—							
February ..	89 6	..	78 6	85 6	77 6	86 0	86 6
May ..	90 6	88 6	82 0	86 6	81 6	89 0	88 0
August ..	92 6	92 0	..	89 6	84 0	..	90 6
November ..	91 6	89 0	82 6	85 6	81 6	88 6	88 6
1927—							
February ..	..	88 6	83 0	84 6	80 0	87 0	88 0
May ..	90 6	87 6	80 6	86 0	..	86 6	87 6
August ..	89 6	87 0	78 6	..	80 6	85 6	86 6
November ..	90 6	90 0	79 6	88 0	79 6	85 0	88 0
1928—							
February ..	93 0	89 6	80 6	87 0	80 0	84 0	89 0
May ..	91 6	88 0	79 6	87 6	..	82 6	88 0
August ..	92 0	87 6	..	..	84 0	83 0	..
November ..	90 6	86 0	79 0	85 0	85 0	82 6	87 0
1929—							
February ..	91 0	..	80 0	84 0	..	83 0	..
May ..	95 0	89 6	81 6	88 0	86 0	86 0	90 6
August ..	94 6	90 0	80 6	88 6	86 6	85 6	..
November ..	95 0	..	..	..	85 6	86 0	..

## SECTION XI.—continued.

Date Operative.	Sydney.	Melbourne.	Brisbane.	Adelaide.	Perth.	Hobart.	Six Capitals.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
1930—							
February ..	95 6	90 0	81 0	87 0	83 6	86 6	90 6
May ..	92 0	86 0	77 6	84 0	82 6	84 0	87 0
August ..	91 0	85 6	73 0	82 6	82 0	”	86 0
November ..	88 0	83 0	70 6	78 0	79 0	82 0	83 0
1931—							
*February ..	76 6	70 2	60 9	66 2	66 2	70 2	71 1
May ..	74 3	68 5	”	64 4	66 7	68 10	69 4
August ..	72 11	65 8	60 4	62 1	65 8	67 1	67 6
November ..	70 8	63 5	58 6	58 1	62 1	64 4	65 3
1932—							
February ..	68 10	”	”	”	60 9	64 10	64 4
May ..	”	63 11	”	58 11	61 8	65 3	64 10
August ..	68 5	63 0	57 7	58 6	”	65 8	63 11
November ..	67 6	61 8	56 8	57 2	59 5	64 4	63 0
1933—							
February ..	66 7	60 4	55 10	55 4	58 1	63 5	61 8
May ..	67 10	63 4	59 4	59 2	59 9	64 10	64 2
August ..	66 11	62 5	58 10	”	58 10	63 10	63 4
November ..	”	62 10	59 4	59 7	60 3	63 11	”
1934—							
February ..	”	63 4	”	60 2	59 3	64 10	63 9
*May ..	67 0	64 0	61 0	†64 0	66 0	†67 0	65 0
June ..	68 0	”	62 0	†65 0	”	† ”	66 0
September ..	”	”	”	† ”	68 0	† ”	”
December ..	”	”	”	† ”	”	† ”	”
1935—							
March ..	”	66 0	”	† ”	”	†69 0	”
June ..	”	”	”	”	”	”	”
September ..	”	”	”	”	”	”	”
December ..	70 0	”	64 0	67 0	”	”	68 0
1936—							
March ..	”	”	”	”	”	”	”
June ..	”	”	”	”	”	”	”
September ..	”	”	”	”	”	”	”
December ..	”	69 0	66 0	69 0	71 0	”	”
1937—							
March ..	”	”	”	”	”	”	70 0
June ..	72 0	”	68 0	”	”	”	”
*July ..	75 0	72 0	71 0	70 0	72 0	72 0	73 0
September ..	”	73 0	70 0	71 0	73 0	73 0	”
*October ..	78 0	76 0	73 0	73 0	75 0	75 0	75 0
December ..	”	77 0	74 0	74 0	”	”	76 0
1938—							
March ..	79 0	”	”	75 0	74 0	76 0	77 0
June ..	”	”	75 0	”	75 0	”	”
September ..	80 0	78 0	”	76 0	76 0	”	78 0
December ..	81 0	79 0	”	”	”	”	”
1939—							
March ..	”	”	”	”	”	”	”
June ..	82 0	81 0	77 0	78 0	77 0	77 0	79 0
September ..	81 0	”	76 0	”	”	”	”
December ..	82 0	80 0	”	77 0	”	”	”
1940—							
February ..	”	81 0	77 0	”	”	78 0	80 0
May ..	83 0	82 0	78 0	78 0	”	”	”
August ..	85 0	84 0	79 0	80 0	79 0	80 0	82 0
November ..	”	”	”	”	80 0	81 0	83 0

\* Rates declared subsequent to an inquiry.

† Except in special cases these rates were subject to graduated deductions so that the increase granted in May, 1934, was, in effect, introduced in stages over the succeeding twelve months.

SECTION XI.—*continued.*

Date Operative.	Sydney.	Mel-bourne.	Brisbane.	Adelaide.	Perth.	Hobart.	Six Capitals.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
1941—							
February ..	88 0	86 0	82 0	82 0	81 0	83 0	85 0
May ..	„	87 0	83 0	83 0	82 0	84 0	86 0
August ..	89 0	„	„	„	84 0	85 0	„
November ..	„	88 0	84 0	84 0	85 0	„	87 0
1942—							
February ..	91 0	89 0	86 0	86 0	86 0	87 0	88 0
May ..	93 0	92 0	88 0	88 0	87 0	88 0	90 0
August ..	95 0	94 0	89 0	91 0	89 0	91 0	93 0
November ..	97 0	97 0	91 0	93 0	91 0	92 0	95 0
1943—							
February ..	98 0	98 0	„	„	92 0	94 0	96 0
May ..	„	„	92 0	„	„	„	„
August ..	100 0	99 0	94 0	94 0	94 0	95 0	98 0
November ..	99 0	98 0	93 0	„	„	„	97 0
1944—							
February ..	..	97 0	„	93 0	93 0	94 0	96 0
May ..	..	„	„	„	„	„	..
August ..	..	98 0	..	..	..	93 0	..
November ..	..	..	..	..	94 0	94 0	..
1945—							
February ..	..	..	..	..	93 0	..	..
May ..	..	98 0	..	..	..	93 0	..
August ..	..	..	..	..	94 0	..	..
November ..	..	99 0	..	..	..	94 0	..
1946—							
February ..	..	..	..	94 0	..	95 0	..
May ..	..	..	94 0	..	..	..	97 0
August ..	..	100 0	99 0	..	95 0	95 0	98 0
November ..	..	101 0	..	..	..	97 0	..
*December ..	..	108 0	106 0	101 0	102 0	102 0	103 0
1947—							
February ..	..	..	107 0	103 0	..	103 0	104 0
May ..	..	110 0	..	104 0	103 0	..	..
August ..	..	..	108 0	..	104 0	104 0	105 0
November ..	..	112 0	109 0	105 0	106 0	106 0	107 0
1948—							
February ..	..	114 0	113 0	107 0	108 0	107 0	110 0
May ..	..	116 0	115 0	110 0	111 0	110 0	112 0
August ..	..	120 0	117 0	113 0	114 0	112 0	115 0
November ..	..	122 0	120 0	115 0	116 0	116 0	118 0
1949—							
February ..	..	124 0	123 0	118 0	119 0	118 0	121 0
May ..	..	127 0	125 0	119 0	121 0	120 0	124 0
August ..	..	130 0	128 0	122 0	124 0	126 0	127 0
November ..	..	132 0	130 0	125 0	126 0	129 0	128 0
1950—							
February ..	..	135 0	134 0	127 0	129 0	131 0	131 0
May ..	..	138 0	137 0	129 0	131 0	133 0	135 0
August ..	..	142 0	140 0	132 0	134 0	136 0	135 0
November ..	..	146 0	143 0	135 0	137 0	139 0	139 0
*December ..	..	165 0	162 0	154 0	158 0	160 0	160 0
1951—							
February ..	..	173 0	170 0	159 0	166 0	166 0	165 0
May ..	..	180 0	177 0	166 0	171 0	176 0	173 0
August ..	..	193 0	189 0	175 0	184 0	188 0	187 0
November ..	..	207 0	199 0	185 0	195 0	197 0	199 0

\* Rates declared subsequent to an inquiry.

SECTION XI.—*continued.*

Date Operative.	Sydney.	Mel-bourne.	Brisbane.	Adelaide.	Perth.	Hobart.	Six Capitals.
	<i>s. d.</i>						
1952—							
February ..	216 0	209 0	199 0	205 0	205 0	208 0	210 0
May ..	223 0	212 0	207 0	211 0	214 0	214 0	216 0
August ..	235 0	224 0	213 0	224 0	222 0	222 0	227 0
November ..	237 0	228 0	216 0	229 0	228 0	230 0	231 0
1953—							
February ..	238 0	229 0	215 0	225 0	229 0	232 0	231 0
May ..	241 0	232 0	217 0	228 0	231 0	239 0	234 0
†August ..	243 0	235 0	218 0	231 0	236 0	242 0	236 0
1956—							
*June ..	253 0	245 0	228 0	241 0	246 0	252 0	246 0
1957—							
*May ..	263 0	255 0	238 0	251 0	256 0	262 0	256 0
1958—							
*May ..	268 0	260 0	243 0	256 0	261 0	267 0	261 0
1959—							
*June ..	283 0	275 0	258 0	271 0	276 0	282 0	276 0

\* Rates declared subsequent to an inquiry.

† Automatic quarterly adjustments discontinued.

## SECTION XII.

## INDUSTRIAL DISPUTES(a): AUSTRALIA.

Year.	Number.	Workers Involved.			Working Days Lost.	Estimated Loss in Wages (£).
		Directly.	Indirectly (b).	Total.		
1913	208	33,493	16,790	50,283	622,535	288,101
1914	337	43,073	27,976	71,049	993,153	500,475
1915	358	57,005	24,287	81,292	682,960	350,142
1916	508	128,546	42,137	170,683	1,644,753	944,798
1917	444	154,061	19,909	173,970	4,689,316	2,641,735
1918	298	42,553	13,886	56,439	539,593	345,134
1919	460	100,300	57,291	157,591	4,303,738	2,618,828
1920	554	102,519	53,047	155,566	3,587,267	2,370,387
1921	624	120,198	44,903	165,101	1,286,185	970,475
1922	445	100,263	16,069	116,332	858,685	751,507
1923	274	66,093	10,228	76,321	1,145,977	1,275,506
1924	504	132,569	19,877	152,446	918,646	917,699
1925	499	154,599	22,147	176,746	1,128,570	1,107,544
1926	360	80,768	32,266	113,034	1,310,261	1,415,813
1927	441	157,581	43,176	200,757	1,713,581	1,676,696
1928	287	82,349	14,073	96,422	777,278	775,358
1929	259	87,493	17,111	104,604	4,461,478	4,569,305
1930	183	51,972	2,250	54,222	1,511,241	1,592,342
1931	134	34,541	3,126	37,667	245,991	227,731
1932	127	29,329	3,588	32,917	212,318	165,582
1933	90	26,988	3,125	30,113	111,956	95,048
1934	155	46,963	3,895	50,858	370,386	317,859
1935	183	44,813	2,509	47,322	495,124	390,596
1936	235	57,118	3,469	60,587	497,248	468,825
1937	342	92,121	4,052	96,173	557,111	506,745
1938	376	132,480	11,474	143,954	1,337,994	1,303,820
1939	416	143,228	9,602	152,830	459,154	455,716
1940	350	178,939	13,658	192,597	1,507,252	1,716,121
1941	567	240,845	7,262	248,107	984,174	1,000,102
1942	602	166,167	3,096	169,263	378,195	456,090
1943	785	288,028	8,075	296,103	990,151	1,153,506
1944	943	260,792	15,566	276,358	912,752	1,111,729
1945	945	299,641	16,297	315,938	2,119,641	2,567,444
1946	869	331,865	16,683	348,548	1,947,844	2,290,147
1947	982	280,718	46,419	327,137	1,338,728	1,898,085
1948	1,141	301,025	16,124	317,149	1,662,686	2,299,114
1949	849	260,720	3,857	264,577	1,333,990	2,611,536
1950	1,276	391,481	40,220	431,701	2,062,888	4,166,418
1951	1,344	380,421	28,171	408,592	872,974	2,256,028
1952	1,627	488,178	17,556	505,734	1,163,504	3,439,850
1953	1,459	483,800	12,246	496,046	1,050,830	3,337,437
1954	1,490	355,580	14,494	370,074	901,639	3,021,211
1955	1,532	424,340	20,307	444,647	1,010,884	3,310,321
1956	1,306	414,590	13,393	427,983	1,121,383	3,967,061
1957	1,103	325,995	11,048	337,043	630,213	2,308,622
1958	987	275,573	7,276	282,849	439,890	1,590,603
1959	869	229,469	8,002	237,471	365,039	1,377,220

(a) Refers only to disputes involving a stoppage of work of 10 man-days or more. (b) Persons thrown out of work at the establishments where the stoppages occurred but not themselves parties to the dispute.

NOTE.—Particulars of all disputes in progress during any year are included in the annual figures whether the dispute commenced in that year or was in progress at the beginning of the year. Consequently, details of the number of disputes and workers involved in disputes which commenced in any year and were still in progress during the following year are included in the figures for both years.

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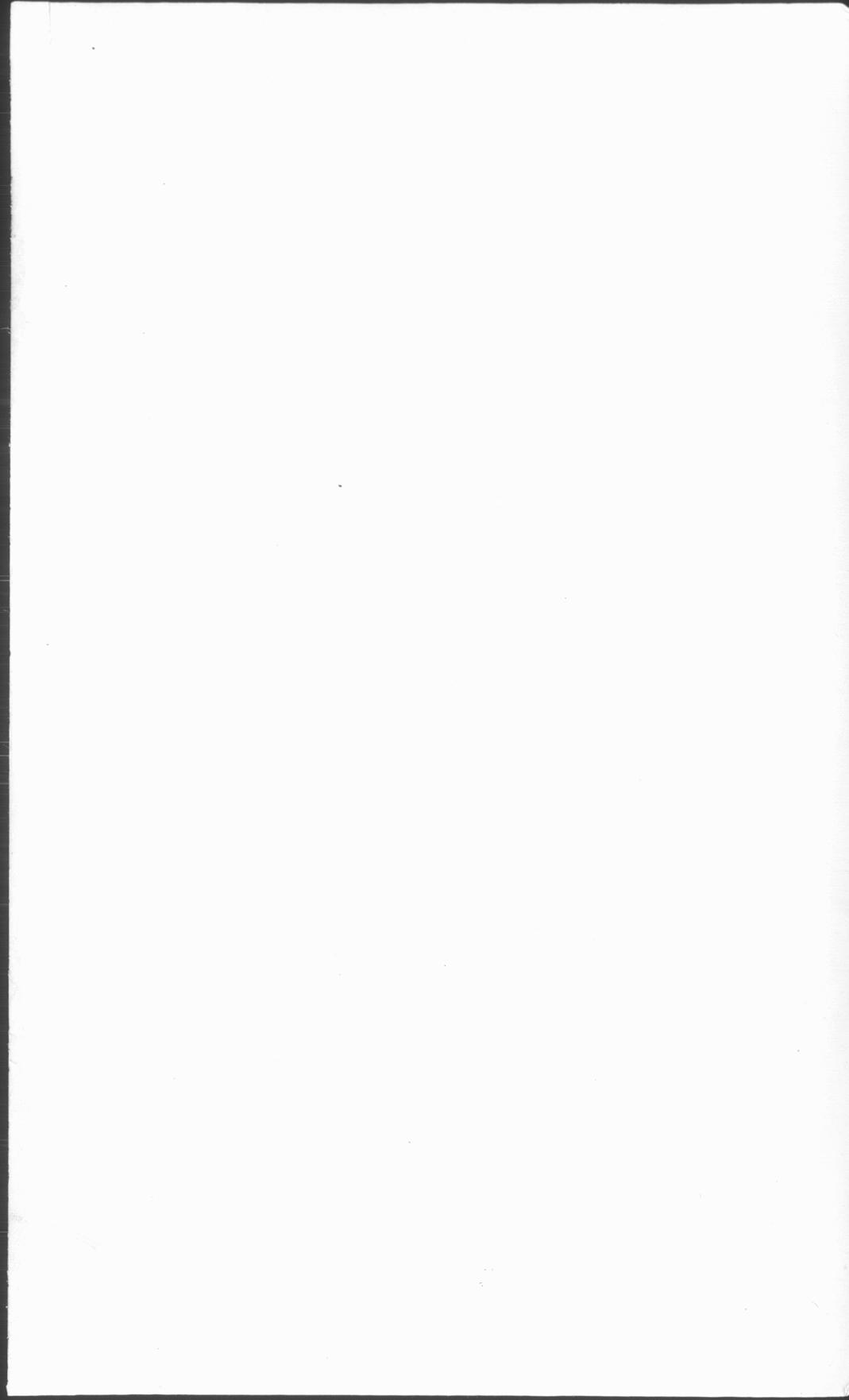
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